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Over Photograph

The St. Lawrence Seaway at night. A
lighter in the locks at St. Lambert, Que.
The "The Three-Week Strike of the Seaway
Workers" on p. 587.

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50 Years Ago

From the Labour Gazette
October 1918

Stronger beer for Canada's
working men, industrial
accidents involving legal
decisions, labour mobility,
and the Railway Board of
Adjustment's first case.

A Montreal workman who had been struck on the head by an elevator, a railway labourer who lost his arm in an industrial accident, and a window cleaner who fell from a Montreal hotel were given little sympathy or financial encouragement in the courts of 50 years ago, according to reports in the LABOUR GAZETTE in October 1918.

A French law, placing the blame on the owner of an object that causes damage, played a major role in a Superior Court decision that an assistant foreman was solely responsible for his own death when an elevator hit him on the head. The man rang for the elevator, and it was set in motion by the engineer in the basement. While it was rising, another employee on a higher storey called to the man, who meanwhile had forgotten to ring the bell a second time to signal the engineer to stop the lift. He stuck his head in the elevator

well to answer the man on the higher level and was hit by the upcoming cage.

The Court of Review reversed the Superior Court decision, assessing the damages at \$8,000, but the Court of King's Bench reduced them, stating that there was contributory negligence on the part of the deceased. When both sides appealed to the Supreme Court of Canada, the fellow employee who called to the deceased was found partly to blame for the accident, making the defendant company liable. The Supreme Court upheld the judgment of the Court of King's Bench and dismissed both appeals with costs.

An Intercolonial Railway labourer, who considered a lost arm worth at least \$10,000, discovered that, although he lost it in an accident at work, he should have read the fine print in a book titled *Intercolonial and Prince Edward Island Railways Employees' Relief and Insurance Association, Rules for the Guidance of Members of the Temporary Employees Accident Fund* before trying to collect damages from the railway. When he signed a document to the effect that he had received the booklet and agreed to its rules and regulations, he precluded any hope of making the company liable for loss of life or limb.

The window cleaner who fell from a hotel in Montreal discovered that, although cleaners were supposed to be supplied with safety appliances, they were considered remiss if they didn't ask for them. He sued for \$3,000, but the action was dismissed by the Superior Court. An appeal to the Court of Review won him the satisfaction of being considered only partially to blame. His sharing of the blame with the company netted him half of what he asked for—\$1,500.

Any child under 16 years of age working in a brewery, or in a place where intoxicating beverages were being made or sold, could be considered by law as "neglected," stated the Children's Protection Act of Nova Scotia. A similar law in Saskatchewan forbade children to engage in street trades in December, January and February after 8 o'clock in the evening, and after nine o'clock throughout the rest of the

year. Both laws were passed by the provincial legislatures during 1918.

And while the provinces were trying to keep children away from work in breweries and liquor stores, the 21st convention of the Trades and Labour Congress of Canada was demanding stronger beer for the "working men of Canada." A resolution submitted and adopted by the Congress asked that it be made legal to manufacture and sell a beverage not exceeding 2½ per cent alcohol by weight.

The same convention asked that the Government take over the railways connecting lands because "the greater portion of our earnings are being paid to the CPR and other railway companies; building up individuals as millionaires owing to the great access that they have to our lands and homes, for which our boys are giving their lives; and whereas, when we find for our returned soldiers' taxation in abundance..." This resolution was approved also.

Not approved, however, was the urging by the Winnipeg Trades and Labour Council to release wartime conscientious objectors serving penitentiary terms to work on farms in the interests of national food production. It was turned down by a roll call vote of 99 to 90.

The first case of the Canadian Railway Board of Adjustment No. 1 concerned a controversy between the Brotherhood of Railroad Trainmen and the Toronto, Hamilton and Buffalo Railway over a brakeman's responsibility in a rear-end collision that killed one employee and injured another. The company contended that, when his train stopped, the brakeman had ample time to flag the oncoming train. The brotherhood argued that the brakeman had left his caboose quickly and raced back as far as he could before the oncoming train rounded the curve. The Board sided with the brotherhood and ordered that the brakeman be reinstated and paid for all time lost.

On the chance that we might be a little smug about a new idea called "labour mobility," the United States Employment Service in August 1918 recruited and moved between 50,000 and 60,000 skilled workers from one state to another depending on need.

The first number of *The Canadian Official Record* appeared on October 1. The publication was patterned after the United States government daily bulletin. It was issued by the Director of Public Information to provide news about government actions and decisions of the Government and its activities and programs—especially concerning the war effort.

New labour group formed to promote Canadian unions

Representatives of nine trade unions met in July in Sudbury to form The Council of Canadian Unions, aimed at promoting a strictly Canadian labour movement.

The unions included the Pulp and Paper Workers of Canada in British Columbia; the Canadian Electrical Workers' Union, Vancouver; the Bricklayers and Masons Union of Canada, Toronto; and the Independent Nylon Workers' Union, Kingston. The unions are all independent of the Canadian Labour Congress.

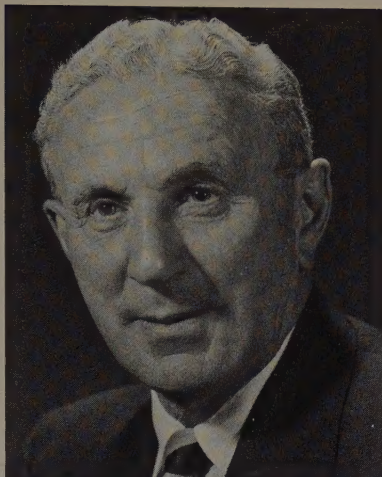


Photo by Lloyd E. Thompson

A. H. Balch

Newsprint companies introduce weekly salaries

A move to transform pay schedules from hourly wages to weekly salaries is now provided for in five Eastern Canadian newsprint companies.

The Eastern Canadian Newsprint Group, which includes Domtar Newsprint Limited, Anglo-Canadian Pulp and Paper Mills Limited, The James MacLaren Co., Limited, Quebec North Shore Paper Co., all of Quebec, and Bowaters Mersey Paper Company Limited, of Nova Scotia, agreed to remove time clocks and pay weekly salaries to their 4,700 production workers, members of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The move follows a switch from wages to salaries pioneered successfully in October 1966 at the Aluminum Company of Canada, Limited, in Kingston, Ontario.

During the next two years, each mill will switch to weekly salaries keyed to a 40-hour week, with time-and-a-half for overtime. Also seen in the move, which was one of the major points in the union bargaining efforts, is a raising of the status of production workers, who argue that the distinction between blue-collar and white-collar workers in the age of automation is becoming increasingly blurred.

The new agreement provides for an average increase of 35 cents an hour to \$3.50 over two years. This increase follows closely the pattern set earlier by Abitibi Power and Paper Co., Limited, of Toronto. In addition, each company will pay 2 to 4 cents for each employee working hour into a special fund to be administered jointly by company and union officials. Although there are no guarantees in case of layoffs, the funds will provide for sickness and accident-leave payments.

A. H. Balch retires from CLRБ post

A. H. "Archie" Balch, a member of the Canada Labour Relations Board for the past 10 years, has resigned his CLRБ post to enter full retirement.

A native of Aberdare, Wales, Mr. Balch moved to Canada in 1913 and joined the Grand Trunk Railway in 1914. He was appointed National Legislative Representative in Canada, and Chief Agent for the Brotherhood of Railroad Trainmen. He served also on Royal Commissions. As a Canadian labour representative at the ILO, he went to Geneva in 1953 and 1956.

In a letter to Mr. Balch, the Minister of Labour, Hon. Bryce Mackasey, lauded him for his distinguished record of service.

Amalgamation approved by two U.S. meat unions

The executives of the 100,000-member United Packinghouse, Food and Allied Workers, and the 400,000-member Amalgamated Meat Cutters and Butcher Workmen, approved the merger of the two unions at a joint meeting in Los Angeles in July.

The staffs of the two unions are expected to integrate between July and October. Both with headquarters in Chicago, the unions have worked closely together in negotiating and striking for bargaining rights.

U.S. shipowners to help defray union expenses

Shipowners in the United States, under contract to the National Maritime Union, have agreed to pay 15 cents a day for each working seaman to assist in defraying the costs of NMU hiring halls, medical services and other costs arising from these activities.

The new agreement eliminates the necessity for the union to charge its pensioners an annual service fee of \$100 to cover the cost of handling 8,000 pension accounts. Deep-sea members can retire after 20 years service regardless of age, and receive \$250 a month. Mariners retiring with less service receive smaller pensions, and previously have been asked to pay \$20 to \$65 a year to service these. In 1967, the union's pension rolls jumped more than 2,000 and another large increase is expected when the Vietnam war is over.

When the fee was first instituted, both active and retired members protested against it, and the U.S. Labor Department examined the proposal from the standpoint of laws governing pension plans and the reporting of union finances. The department later announced that the fee did not violate either law.

The new agreement with the shipowners provides that the fund to be raised will be administered by a joint union-management committee. The employer contributions will be a reallocation of existing employer obligations under the union's present collective bargaining agreements.

Minimum wage scale increased in Quebec

Quebec's minimum wage, effective in November, will increase from \$1.05 to \$1.25 an hour for the Greater Montreal area, and from \$1 to \$1.15 hourly for the rest of Quebec.

In announcing the increases, Quebec Labour Minister Maurice Bellemare said in Quebec City on July 10 that the Government will study the possibility of requiring all employers to give their employees a minimum two-week vacation annually, instead of the present one-week vacation.

Tips, such as those used in the restaurant and hotel business, will no longer be considered part of an employee's salary, and the employer will not be allowed to retain any part of them.

The increase will put Quebec on the same level as British Columbia and Alberta, which currently have the highest minimum wage scale in Canada.



H. J. Waisglass



Alton W. J. Craig

Collective Bargaining Perspectives

An analysis of negotiating units and of stages at which settlement is reached shows a need for the development of national systems of collective bargaining. This study of topics under negotiation points toward possible future trends in the collective bargaining process.

THE growing public commitment to a goal-setting society, as a fundamental environmental factor that will increasingly affect collective bargaining, was outlined to delegates to the 5th annual conference of the Canadian Industrial Relations Research Institute in June in Toronto.

Alton W. J. Craig*, Chief, Industrial Relations Research Division, Economics and Research Branch, and Harry J. Waisglass*, Director-General, Research and Development, both of the Canada Department of Labour, described in their report this and other socio-economic environmental considerations of the collective bargaining process in Canada. Their report is the result of studies made concerning the process and

*The views expressed in this report are those of the authors and do not necessarily reflect the thinking or policy of the Canada Department of Labour. Assisting in the preparation of the report were F. J. McKendy, R. J. Christie, Emam Khan and D. V. Brazier.

output of the system designed to give perspective to controversial issues arising from recent collective bargaining negotiations. A digest of the report follows.

The speakers list five major environmental factors affecting the operation of the collective bargaining process.

First, the goals of full employment, a high rate of economic growth, reasonable price stability, a viable balance of payments and equitable distribution of rising incomes have become subjects of increasing public discussion and commitment since they were first articulated by the Economic Council of Canada (L. G. 1965, p. 217). The extreme difficulties of harmonizing the policies and co-ordinating the programs for the attainment of these goals are generally well recognized. Our future progress in achieving our goals will depend in very large measure on our ability to innovate new processes, structures and institutions for creative decision-making. This will involve labour, management

ment and governments in complex inter-relationships that confront, clarify and resolve multi-dimensional conflicts of interest, rights and expectations.

Second, Canadian society has become an affluence-oriented one. We have high aspirations and expectations. This reflects, in part, the demands of a younger and more mobile generation, which has grown up in the midst of prosperity and which has not been subject to the hardships of a major depression and the discipline of military service during a major war. Ours is a society that very reluctantly subordinates individual needs and aspirations to national needs and aspirations.

In this kind of society, there is a need to assert the public interest and to assert it more vigorously in the reconciliation that must take place between public and private interests. There is a need to articulate our social goals at least as clearly as our economic goals, and to get the widespread acceptance, understanding and support for them that is required for effective collaboration between governmental and non-governmental organizations.

Third, we are living in a society characterized by rapid changes in technology, economics, and the social fabric of our nation. Our institutions, structures and processes, on the other hand, tend to function in the more traditional ways and face a serious challenge to adapt to changing functions. Because we have control over these, we are challenged to create new ones to meet new needs and to adapt to change quickly and decisively. There is also the present challenge to make decentralized decision-making serve national goals, while maintaining the satisfaction of individual freedom and the advantages of local autonomy.

Fourth, during the past six years or so, we have experienced an unprecedented period of prosperity accompanied by increasing prices and costs. In order to compete in international markets, particularly as the Kennedy Round tariff changes progressively go into effect, we must improve our productive efficiency and keep our prices and costs under control in order to maintain the competitive advantages that we now enjoy. Finance Minister Benson, speaking in Montreal recently, termed inflation as Canada's major problem and proposed a wage-price review board as part of the solution to the problem. He stated that the board's opinions would also serve as a "guide to the direction of future tariff or tax changes."

Finally, our social security system comprises a patchwork of overlapping public and private programs. Consequently, a change in any public program has a significant impact on our collective bargaining system. An example of this is the problems that arose over negotiated pension plans when the Canada Pension Plan was introduced.

Potent Force of Labour

At the beginning of 1967, union membership in Canada stood at 1,921,000. This represented 32.3 per cent of the non-agricultural paid workers in Canada and 26.1 per cent of the total labour force. Membership in unions affiliated with the Canadian Labour Congress totalled 1,451,000 and there were 198,000 in affiliates of the Confederation of National Trade Unions. A recent estimate by the Department's Labour Organizations Division suggests that if teachers, nurses, provincial civil servants, and police (all of whom are engaged in some form of collective bargaining) are added, the total would currently be about 2.4 million. This would represent about 40 per cent of the non-agricultural paid workers and 33 per cent of the total labour force. With this degree of organization, trade unionism represents a significant potent force in our country.

Union membership figures do not tell the whole story, however. Equally important—if not more so—is the structure of unions. There are 110 international unions in Canada, 93 of which are affiliated with the CLC. In addition, there are 55

national unions, 20 of which are affiliated with the CLC and 13 with the CNTU. The affiliates of both central labour bodies are fairly autonomous organizations. Although the CNTU appears to exercise more control over its affiliates than does the CLC, a crucial question is whether either of the two central bodies speaks for, and exercises sufficient control over, its affiliates to influence the direction and implementation of national policies and programs in a goal-setting society. The problem may be further compounded by the fact that most of the CLC affiliates are parts of international unions with headquarters in the United States. In addition, the local unions of international unions operating in Canada exercise considerable autonomy.

For example, if the federal Government should proceed with what Mr. Benson calls a "selective prices and incomes policy," what functions can and will labour organizations play in setting the precise goals for this policy and assisting in its implementation? Assuming that the central labour bodies, along with management and government, can agree upon a policy, do the central labour bodies have sufficient authority over their affiliates and the thousands of local unions across Canada to implement such a policy? There is no ready answer to this question, but the authors suggest that compliance with such a policy must be based more on rewards than on sanctions. If workers are going to be asked to be restrained in their money wage demands, they will need other compensations or assurances with respect to their real income gains.

Management and Government

There is no one management organization in Canada that speaks for all employers. We have the Canadian Chamber of Commerce, the Canadian Manufacturers' Association and numerous industry associations, but none of these speaks authoritatively for all employers. If Prof. John Porter's claim that our "political system leaves the definition of major goals—and therefore the power—to the corporate elite," certainly "the corporate elite" does not define our major goals through any central organization. Experience in countries as diverse in their labour and management structures as Canada and Sweden indicates that the structure of one is largely a mirror of the other.

Finally, on the government side, we have eleven political jurisdictions in Canada, which greatly influence the shape of, and create extensive diversity in, our collective bargaining system. Specification of what constitutes the proper role of government in collective bargaining varies according to the ideological orientations of the various governments, and it is not all uncommon to find different public policy approaches to the same problem. The authors contend that this diversity complicates collective bargaining in our major national industries such as steel, pulp and paper, and meat packing, and gives rise to many problems we would not have in the absence of such legislative and administrative diversity.

The last time that constitutional jurisdiction over labour-management relations received serious attention at the political level was in 1946. Since that time, our economy has become more highly diversified and interdependent, both of which are essential for efficiency, growth and viability. This subject should be given serious consideration, the authors say, because of the major and increasing responsibility that the federal Government has for other aspects of our national economic life, and also because of the knowledge of what is *de facto* taking place in multi-provincial bargaining in industries that presently fall under provincial jurisdiction for collective bargaining purposes.

Distributions of Units and Employees

In discussing the process of collective bargaining, the authors define the negotiating unit as the decision-making unit that negotiates changes in the terms of a collective agreement or a

number of collective agreements. A Departmental "Structure of Collective Bargaining" study, which includes all negotiating units (excluding those in the construction industry) covering 500 or more employees for the period from 1953 to 2nd quarter 1966, provided the data for the study on the process of collective bargaining.

As seen in Tables 1 and 2, a typology including eight types was used. Table 1 gives a percentage breakdown by type, whereas Table 2 gives the percentage of employees covered by each type for any given year. A comparison of Tables 1 and 2 shows that the single establishment-single union types comprise about 55 per cent of all negotiating units, but covers only about a third of the employees in the study. The multi-establishment-single union type accounts for approximately 20 per cent of all negotiating units and just slightly less than 20 per cent of the employees. Although single company negotiating units comprise slightly more than 80 per cent of all negotiating units, they include only about 60 per cent of all employees covered by the study.

Although multi-company-multi-union negotiating units comprise about 1 per cent of the negotiating units, they currently include about 14 per cent of the employees. The drop from 30 per cent to 14 per cent of employees covered by this type between 1953 and 1965 is explained largely by decreasing employment on the railroads, which are included in this category. And whereas the employer association-single union category accounts for about 11 per cent of all negotiating units, it includes about 15 per cent of all employees. On the whole, the tables show that multi-employer and employer-association bargaining account for 20 per cent of negotiating units and cover about 40 per cent of the employees in the study.

The tables indicate also that there is little multi-union bargaining in Canada. The most notable exceptions to this general statement include the railways and the pulp and paper industry.

Emerging Trends

Another aspect of the collective process, namely, the stages at which settlements were reached, is shown in Table 3, and gives a breakdown by percentage distribution of employees for the years between 1953 and 2nd quarter 1966. Although the figures vary somewhat from year to year, there appears to be a number of emerging trends:

- a decreasing tendency to settle at the bargaining stage; and
- an increasing tendency to settle at the conciliation officer stage and a decreasing tendency to reach a settlement at the conciliation board stage. The latter development probably reflects in part the de-emphasizing of conciliation boards in some of the provinces. Post-conciliation settlements have increased, and settlements reached during the course of strikes show a modest upward trend.

Table 4 gives the average length of agreements weighted by employees, and indicates that on the average the length of agreements has increased from 18.1 months in 1953 to 28.5 months in the first half of 1966. Table 5 shows some interesting developments by employee coverage. For example, in 1953 the one-year agreement covered about 63 per cent of the employees in the study, whereas the three-year agreement covered only a little more than 1 per cent of the employees. In 1965, however, only 15 per cent of employees were covered by one-year agreements, whereas about 39 per cent of employees were covered by collective agreements lasting three years or more. The two-year agreement reached a peak in 1964 and has subsequently declined as the three-year agreement has become more predominant. The last column of Table 5 shows that the percentage of employees covered by multi-year agreements increased from 36.1 per cent in 1953 to nearly 85 per cent in 1965.

There are a number of factors that may account for the increasing length of agreements:

- the long-term agreement may give the employer some assurance of "labour peace" for the duration of the agreement and allow him to budget for labour costs with greater precision;
- the number of items now included in collective agreements may encourage both parties to undertake negotiations more frequently;
- wage increases are now spread evenly throughout the life of the agreement rather than being provided in the first year of the agreement as was done previously; and
- in the early stages of a collective bargaining relationship, conflicts over principles and rights, including union security and management's rights, are many. Only after these basic issues are resolved or satisfactory accommodations made with the parties to the bargaining relationship move toward longer term agreements.

Wage Rates

An analysis of the behaviour of negotiated wage changes over the period from 1953 to 1st quarter 1968 shows one of the major outputs of the collective bargaining system. Table 6 presents average annual percentage changes in base rates for all negotiating units covering 500 or more employees by signing quarter and by signing year. The table shows that the first peak occurred in 1957, when the annual rate was 6.7 per cent. This peak was not exceeded until 1966 and 1967, when average annual percentage changes were 8.0 and 8.6 per cent respectively.

The highest average rate occurred in 1967 at a time when the economy was undergoing mild adjustments. The third- and fourth-quarter figures for 1967 and the first-quarter figures for 1968 suggest that we might well be entering a period of low wage increases in the months ahead.

The figures in Table 6 indicate also that wages tend to lag behind fluctuations in business activity. This was true, for example, in 1957, which was a recession year, but also a year in which average annual base rate increases reached a peak following the boom years of 1955-56. In addition, during the present prolonged expansion, wage increases lagged well behind the upturn in business activity.

Over the 13½ years, the average base rate in Canada for those covered by the study increased by 63.8 per cent for an average yearly increase of 4.7 per cent. During the same period the consumer price index rose by 25.5 per cent, or 1.9 per cent a year. Real average annual base rates increased, therefore, by approximately 39 per cent, or about 3 per cent annually, which approximates the average annual increase in productivity over the period.

Pearson Formula Debunked

The figures in Table 6, which show an annual increase of 4.7 per cent in 1966, also indicate quite clearly that the so-called "Pearson formula" of 30 per cent over two years in 1966 (I. G. 1966, p. 706) did not set a pattern that spread uniformly throughout the economy. In fact, settlements in 1966 ranged from 5 per cent to 71 per cent over the life of the contract. Although the Seaway settlement may have influenced some subsequent settlements, there is no way of measuring precisely its impact on the economy as a whole. The evidence we have suggests that it had comparatively little influence.

Another point that should be made is that negotiated wage increases from 1961 to 1965 were relatively moderate in comparison with those of the last two years. For example, those who signed three-year agreements in 1965 received less than those who signed in 1966 and 1967. Consequently, we should not be too surprised if there are a few instances this year in which rather high demands are made. When the three-year

agreements negotiated in 1965 come up for renewal this year, the unions involved and their members may attempt to "catch up" with those who obtained the larger increases in 1966 and 1967.

Although tables on wage changes by region or by industry are not included, the tables do indicate that over the 13½-year period, all regions, with the exception of British Columbia, show remarkably similar increases. This is explained largely by the industrial mix included in the study. Our preliminary analysis, however, suggests that there may be little uniformity among industries. But, in the automobile, can, steel, logging, meat packing and pulp and paper industries, key settlements within each of these industries tend to form a pattern for the industry as a whole. In some industries, such as pulp and paper, there are two patterns—one in the East and one in the West.

Increased Leisure Time

Turning now to hours of work for Canada as a whole, there has been little change in the average standard workday, the figure decreasing from 8.2 hours in 1953 to 8.0 hours in 1966. Average hours a week decreased slightly from 41.2 in 1953 to 40.1 in 1966.

Vacation provisions have changed substantially since 1953. Longer vacations with less service requirements have developed progressively over the years. In 1953, for example, about 85 per cent of the employees covered by the study had provision for three weeks vacation, whereas 87 per cent had such provision in 1966. In 1953, about 12 per cent of the employees covered in the study had provision for four weeks vacation, whereas in 1966 about 70 per cent had such provision. Although only 2.1 per cent of employees had provision for a five-week vacation in 1953, about 13.6 per cent had provision for five weeks in 1966. There are, however, certain service requirements for these vacation provisions.

More leisure time, therefore, in terms of more paid holidays and improved vacations has been a continuing development in agreements negotiated during the period from 1953 to 1966.

Adjustment to Change

Finally, some collective agreement provisions provide for adjustment to technological change. In 1967, the Collective Bargaining Division of the Economics and Research Branch conducted a survey of 471 collective agreements, excluding railroads and the construction industry, which made explicit reference to technological change. Of the 471 agreements, 133, or 28 per cent, contained explicit technological change clauses. On the average, each agreement contained slightly more than two explicit clauses. The clauses were grouped into five types and were distributed approximately as follows:

	<i>Per Cent</i>
Advance notice	19
Income maintenance	40
Worker adaptation	19
Employment sharing	2
Joint union-management procedures	20

Income maintenance clauses (which included guaranteed income for specified periods plus severance pay) were the most common. Advance notice of layoff, worker adaptation (which included retraining and relocation provisions) and joint union-management procedures (which include consultation and negotiation) each represented about 20 percent of the provisions. Employment sharing (which included the reduced workweek and early retirement) represented only about 2 per cent of the provisions.

Table 7, which is taken from this study, shows a breakdown

by industry and number of employees. The wood products industry, including pulp and paper, had by far the largest number of agreements with explicit technological change provisions. These provisions were written into the pulp and paper agreements only within the last couple of years, and the joint agreement on this subject by the Nova Scotia Joint Labour-Management Committee acted as a catalyst for the spread of these provisions in the eastern part of the industry. It is of interest also that substantially the same kinds of provisions have been included in the pulp and paper agreements on the West Coast.

The 133 agreements that make explicit reference to technological change provisions understate the many ways in which adjustment to technological change takes place. Whereas such provisions as SUB plans, pension plans, and seniority arrangements, were not designed originally to cushion the impact of technological change, there is scattered evidence to suggest that these provisions are being modified and used for this purpose. The authors note that labour and management in these cases have verbalized their growing concern with the impact of technological change on employees. They predict that a similar study conducted several years from now would show greater explicit reference to technological change provisions.

Some Observations

The authors foresee certain major emerging and/or necessary changes in our collective bargaining system.

First, there is need for a more explicit definition of our national economic and social goals and better organization to achieve them. Although governments must play a leading role in this development, there is also an essential role for labour, management, consumer and other groups in defining our goals more precisely and in the development or restructuring of their organizations to assist in the implementation of our national objectives. This will require stronger organizations and a genuine willingness to work together for the good of the whole country. It might also require a shift in the distribution of power to the federal Government to give it sufficient authority to plan employment, production and equitable income distribution on a long-term basis.

Second, national systems of collective bargaining must be developed and recognized for our essential national industries. This may require a redistribution of legislative authority in the industrial relations field. Already, multi-provincial bargaining exists in such industries as pulp and paper, meat packing, automobile manufacturing and steel. Present jurisdictional barriers may have to be removed so that, in these and other basic industries, collective bargaining can take place on a national or multi-provincial basis.

Third, the number of unions should be reduced gradually to form strong industrial unions. This would require highly responsible and responsive union leaders to protect and safeguard the rights of the various occupational groups within these industrial unions. If such unions did not set up internal procedures to safeguard the democratic rights of their members, the public authorities might be required to do so. The U.S. Landrum-Griffin Act (Labor-Management Reporting and Disclosure Act of 1959) (L. G. 1959, p. 1181) is a good example of what the public authorities will do where they believe that there has been an abuse of private power. In addition, stronger national associations of employers would be needed for the evolution of improved national policies for the management of industrial and personnel relations. This kind of restructuring would facilitate the development of strong and responsible national systems of collective bargaining which, the authors believe, would be in the national interest.

Finally, productivity bargaining may well become more prevalent in the future. Productivity has always been a factor at the bargaining table, although sometimes inconspicuously.

It has been an explicit factor in collective bargaining in the steel industry for years, both in terms of national comparisons and comparisons with the U.S. steel industry. Recently, it has been an issue in bargaining in the automobile and farm implements industry (L. G., Aug., p. 466). The plumbers in Victoria signed an agreement in November 1967 that tied wage increases to

increases in the cost of living and in productivity. Canadian Montreal also signed a "productivity agreement" in 1967 (L. G., April, p. 200). These agreements and the desire on the part of unions to reduce or eliminate geographical differentials in national and international industries will no doubt bring emphasis to productivity bargaining in the years ahead.

TABLE 1—Percentage Distribution of Negotiating Units by Type: Canada, 1953-1966*

Type of Negotiation Unit	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966
Single Company														
Single establishment, single union.....	55.3	54.3	54.4	53.8	55.3	57.4	53.8	54.7	56.4	55.8	56.3	56.2	56.1	58.1
Single establishment, multi-union.....	3.4	2.6	4.4	4.9	4.6	4.6	5.4	5.3	5.1	4.4	4.4	4.5	3.7	5.1
Multi-establishment, single union.....	21.2	22.2	20.8	20.5	20.4	18.4	18.1	19.2	18.9	18.5	17.7	18.4	18.5	15.1
Multi-establishment, multi-union.....	1.9	1.7	3.7	3.6	2.5	2.6	3.1	2.2	2.4	2.3	2.9	2.9	2.9	2.2
Multi-Company														
Single union.....	3.4	3.4	3.7	4.2	4.3	3.9	5.9	6.4	5.9	6.4	5.9	6.2	6.1	5.1
Multi-union.....	1.9	2.6	1.5	1.6	1.2	1.0	0.9	0.6	0.8	1.0	0.7	0.5	0.7	0.1
Employer Association														
Single union.....	11.5	12.0	10.6	10.4	10.8	11.2	11.9	10.8	9.8	10.5	11.1	10.5	11.2	11.1
Multi-union.....	1.4	1.3	1.1	1.0	0.9	1.0	0.9	0.8	0.8	1.0	1.0	0.8	0.7	0.1
Total†.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Figures are expressed as a percentage of negotiations which have taken place and where the agreements arrived at are in existence on December 31st of each year.

†Discrepancy in totals is due to rounding.

TABLE 2—Percentage Distribution of Employees According to Type of Negotiating Unit: Canada, 1953-1966*

Type of Negotiating Unit	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966
Single Company														
Single establishment, single union.....	30.8	30.5	32.5	33.2	32.4	23.0	34.3	35.1	34.2	34.3	34.0	33.9	34.3	38.1
Single establishment, multi-union.....	1.1	1.1	1.1	2.2	2.1	2.1	2.4	2.5	2.4	2.5	2.4	2.7	2.9	4.1
Multi-establishment, single union.....	19.6	19.4	18.6	20.4	21.2	21.8	20.9	20.0	20.2	21.3	21.8	23.6	22.2	24.1
Multi-establishment, multi-union.....	1.6	2.0	2.4	2.9	2.7	2.4	2.4	2.4	2.5	2.5	2.7	2.7	3.6	4.1
Multi-Company														
Single union.....	1.3	1.3	1.8	2.5	2.5	2.7	4.0	5.5	6.4	6.6	5.6	5.6	5.9	6.1
Multi-union.....	29.9	30.0	28.6	24.3	24.3	22.6	19.9	18.0	17.7	16.3	15.9	14.1	14.1	11.1
Employer Association														
Single union.....	14.4	14.5	13.8	13.2	13.5	14.2	14.7	15.1	15.0	15.0	16.0	15.8	15.6	19.1
Multi-union.....	1.2	1.2	1.2	1.2	1.2	1.2	1.4	1.3	1.4	1.4	1.5	1.5	1.5	2.1
Total†.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Figures are expressed as a percentage of employees who are covered by collective agreements arrived at by the type of negotiating unit indicated. The agreements are those in existence as of December 31 of each year and arise from negotiations involving 500 or more employees.

†Discrepancy in totals is due to rounding.

TABLE 3—Percentage Distribution of Employees According to the Stage at Which Their Negotiations Ended: Canada, 1953-1966*

Stage	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966
Bargaining.....	61.6	38.7	62.5	52.1	62.8	30.6	50.3	67.4	32.7	38.2	64.9	27.7	41.7	38.1
Conciliation officer.....	2.9	10.0	2.8	2.4	0.9	10.9	9.2	12.7	20.9	16.2	9.2	25.2	22.0	10.1
Conciliation board.....	26.6	15.3	28.7	14.0	27.0	19.9	13.2	15.6	8.8	32.4	9.3	8.4	13.3	26.1
Post-conciliation bargaining.....	5.3	1.1	1.5	25.9	2.0	33.5	8.6	2.3	36.4	5.8	11.8	29.3	11.3	10.1
Arbitration.....	—	30.9	—	—	—	—	0.2	—	—	2.1	1.0	0.9	0.8	0.1
Post-arbitration bargaining.....	—	—	—	—	—	0.1	—	—	—	—	0.2	—	—	—
Strike.....	1.8	2.6	3.8	5.4	6.8	4.3	9.4	2.0	0.9	4.9	3.6	8.7	9.9	13.1
Post-strike bargaining.....	—	—	0.5	—	—	0.4	9.0	—	—	0.4	—	—	0.7	—
Not recorded.....	1.9	1.3	0.2	0.2	0.4	0.2	—	—	0.3	—	—	—	0.3	—

TABLE 4—Weighted Average Length of Contracts

Signing Year	Average Length of Contract	Total Number of Employees
	(months)	(in thousands)
1953	18.1	329
1954	18.8	473
1955	16.1	331
1956	23.0	574
1957	18.6	266
1958	21.9	435
1959	22.7	370
1960	21.5	272
1961	22.2	443
1962	24.2	461
1963	25.4	281
1964	25.1	408
1965	27.9	289
1966*	28.5	139

*To the end of the second quarter of 1966.

TABLE 6—Average Annual Percentage Changes in Base Rates during the Life of the Collective Agreements for all Negotiating Units of 500 or More Employees Completed in any Given Quarter

Year and Quarter	Quarterly	Annual
1953 1	6.7	
2	4.5	
3	3.8	3.9
4	2.9	
1954 1	5.2	
2	4.7	
3	1.6	3.3
4	2.7	
1955 1	3.8	
2	3.1	
3	4.0	4.0
4	5.7	
1956 1	5.2	
2	5.6	
3	5.5	5.4
4	5.2	
1957 1	6.3	
2	6.7	
3	7.0	6.7
4	6.3	
1958 1	5.0	
2	4.9	
3	4.2	4.0
4	3.2	
1959 1	3.4	
2	3.8	
3	4.4	4.2
4	5.2	

Year and Quarter	Quarterly	Annual
1960 1	4.5	
2	5.0	
3	4.9	4.6
4	3.9	
1961 1	6.3	
2	3.8	
3	1.9	3.5
4	3.6	
1962 1	3.1	
2	4.2	
3	3.6	3.7
4	3.5	
1963 1	4.4	
2	3.0	
3	3.3	3.3
4	3.2	
1964 1	4.7	
2	4.5	
3	5.2	4.9
4	4.8	
1965 1	4.4	
2	5.0	
3	6.1	5.6
4	6.4	
1966 1	7.5	
2	9.3	
3	7.5	8.0
4	7.9	
1967 1	8.9	
2	9.2	
3	7.9	8.6
4	8.6	
1968 1	7.4	

TABLE 5—Employees Covered by Negotiations Resulting in Collective Agreements Classified by Duration and Year of Signing

Year of Signing	Less than 11 Months		11-13 Months		14-22 Months		23-25 Months		26-34 Months		35-37 Months		Greater than 37 Months		Total Employees Covered	Percentage of Employees Covered by Negotiations Resulting in Multi-year Agreement
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
	(in thousands)															
1953	2	0.7	209	63.4	29	8.8	79	23.9	6	1.9	4	1.1	1	0.2	330	36.1
1954	16	3.4	192	40.6	25	5.3	229	48.5	1	0.2	9	1.9	—	—	472	55.9
1955	15	4.5	196	59.2	27	8.2	82	24.8	3	0.8	8	2.5	—	—	331	36.3
1956	9	1.5	116	20.1	47	8.2	320	55.7	27	4.7	44	7.7	11	2.0	574	78.2
1957	7	2.6	139	52.4	11	4.1	84	31.6	3	1.0	15	5.5	7	2.7	266	45.1
1958	6	1.3	105	24.1	36	8.3	231	53.1	7	1.5	41	9.4	10	2.3	436	74.5
1959	4	1.0	82	22.1	43	11.5	174	47.0	12	3.4	44	11.9	12	3.2	371	76.8
1960	1	0.3	97	35.6	9	3.4	121	44.3	11	4.0	27	10.0	7	2.4	273	64.1
1961	1	0.2	132	29.7	19	4.3	213	48.1	12	2.7	60	13.6	6	1.4	443	70.0
1962	1	0.3	87	18.8	5	1.1	273	59.2	16	3.3	65	14.1	14	3.1	461	80.9
1963	4	1.5	46	16.2	13	4.7	128	45.3	6	2.0	79	28.1	6	2.2	282	82.3
1964	1	0.3	47	11.6	14	3.5	249	61.1	34	8.4	57	14.0	5	1.1	407	88.2
1965	1	0.3	44	15.0	13	4.6	81	28.0	36	12.6	104	35.9	10	3.6	289	84.4
1966	1	0.5	17	11.9	6	4.1	42	29.9	8	6.0	64	46.1	2	1.5	140	87.1

TABLE 7—Number and Percentage of Agreements Containing Technological Change Provisions by Sector and Industry and Employees Covered

Sector and Industry	Agreements		Employees	
	No.	%	No.	%
Primary				
Logging.....	9	2	6,300	1
Dairy.....	2	—*	2,350	—
Mining.....	2	—	2,170	—
Manufacturing				
Food and beverages	3	—	1,920	—
Tobacco and products.....	5	1	4,105	—
Textiles and apparel	9	2	21,917	3
Wood products, including pulp and paper.....	36	8	56,685	8
Printing, publishing and allied industries.....	6	1	5,420	—
Metal processing and fabricating....	8	2	12,360	2
Machinery and transportation equipment.....	16	4	42,187	6
Non-metal mineral processing and fabricating.....	4	—	3,238	—
Chemicals.....	1	—	1,200	—
Transportation, Storage, Communication and Utilities				
Air Transport and airports.....	2	—	2,133	—
Bus and coach transport.....	1	—	640	—
Urban and suburban transport.....	2	—	5,950	—
Truck transport.....	3	—	10,000	1
Water transport and related services	3	—	3,694	—
Grain elevators.....	1	—	1,000	—
Radio and T.V. broadcasting.....	3	—	5,600	—
Electric power.....	6	1	15,905	2
Trade.....	1	—	2,900	—
Public Service.....	10	2	17,699	2
Total.....	133	28	225,373	32

*Dash represents figure less than 1 per cent of total.

NOTE: Caution should be exercised in the interpretation of this table. The survey included only agreements covering 500 or more workers. Therefore, to the extent that some industries are composed of a proportionately great number of firms with less than 500 workers, they will not be adequately represented in the survey.

Wage Schedules Prepared In June

During June, the Department of Labour prepared 367 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 243 contracts in these categories were awarded. In addition, 303 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 23,332.50
Defence Production	86	224,759.00
Post Office	8	339,026.10
R.C.M.P.	2	164,500.00

During June, the sum of \$17,754.38 was collected from 15 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 189 workers concerned.

Britain keeping wage and price guidelines

Britain's new Minister of Employment and Productivity, Barbara Castle (L. G., Aug., p. 462) has the onerous task of persuading Britain's businessmen and union leaders to keep within the country's wage and price guidelines for another year at least.

The guidelines date from the 1965 sterling crisis when the National Board for Prices and Incomes was set up by an Act of Parliament in May of that year (L. G., 1965, p. 502). During the interim, both groups managed to keep within the

guidelines, but they now have been asked to limit wage and price hikes to an annual 3.5 per cent increase. And since devaluation has increased the cost of imported raw materials, Britain's businessmen are constantly tempted to raise consumer prices, if only by an extra dollar or two. Unions also are preparing major counter negotiations with wage demands totalling more than a billion dollars. About 3,000 heavy-machinery workers are asking for a 10-per-cent increase; 1,250,000 construction men are seeking 15 per cent; and 750,000 retail-distribution employees are demanding 10 per cent.

Hoping to thwart the threat to Britain's economy, Prime Minister Harold Wilson managed to push his bill on wage and price controls through its decisive second reading in the Commons. It passed only a slim margin of 35 votes.

Mrs. Castle's job is to convince British skeptical businessmen that the way to maintain abroad the competitive advantages of devaluation is to hold the line on prices and wages at home. She has the power, through the Prices and Incomes Board, to censure violators by fining them, but she has so far used a positive "interventionist" policy that invites unions to negotiate wage increases of any size—so long as they are based on equal gains in productivity. She is encouraging companies to establish management-labour committees on productivity.

The Board, in an investigation lasting 10 months, scrutinized 15 productivity deals and came to the conclusion that genuine productivity agreements are a good thing. They make for more efficient firms; more effective management; steadier wages; more pay or more leisure for the worker; and stable, or lower, prices for the consumer.

The agreements were found to apply successfully to white-collar workers as well as manual workers, and labour-intensive industries as well as capital-intensive industries.

Genuine productivity agreements, the Board discovered, do not cause inflationary wage agreements in other places. Once a productivity agreement, it seems, tends to promote another.

As outlined by the Board, these are the ideals of productivity bargaining:

- the worker should be making a direct contribution to increased productivity and projections of productivity increases should be based on the application of proper working standards;
- Payment should be made only after a productivity gain has been achieved; and
- the Government does not interfere in collective bargaining agreements reached by labour and management and if examined and assessed by the Department of Employment and Productivity and the National Board.

International Labour Organization

52nd International Labour Conference

Apartheid in the Republic of South Africa, forced labour, and the adoption of a Convention dealing with agricultural working conditions are among the subjects examined in this concluding half of a report on the conference.



ILO photo

John Mainwaring

Part II

The effect of apartheid on labour matters in the Republic of South Africa was deplored and condemned in a report presented to the 52nd conference of the International Labour Organization, held in the Palais des Nations, Geneva, Switzerland, from June 5 to June 27, 1968.

The report, the fourth in four years to be issued by the ILO on the subject of apartheid in South Africa, noted particularly that there was a "continuing tightening" of the system in its application to labour matters.

In other business, the conference gave special consideration to the application of international standards dealing with the abolition of forced labour. In addition, it spelled out, in a Convention, the agricultural working conditions for tenants and sharecroppers.

Nearly 1,300 delegates, technical advisers and observers from member countries

and international governmental and non-governmental bodies attended the conference.

The report on apartheid cited the adoption by South Africa of the Coloured Cadets Training Act of 1967 as a recent example of the operation of apartheid in labour matters. The Act, which provided for compulsory training of all coloured youths between 18 and 24, is "another striking example of labour legislation based on the theory of race separation instead of on the concept of the widening of educational and training opportunities . . . on an equal basis," the report said.

The document stressed that the future sound functioning of the South African industrial relations system and the interests of all the workers call for a strengthening of collective bargaining by bringing workers of all races into the system on a footing of equality.

The apartheid policy is making it difficult for the officially recognized trade unions to operate effectively in furthering the interests of their members, the report continued.

The ILO drew attention to the situation of Asian and coloured workers in South Africa, who, although not subject to all the restrictions falling on African workers, were nevertheless very far from enjoying equality with whites.

Job training for Africans in the republic is particularly substandard, the report said. This is wasteful in economic as well as social terms, because the white population of 3.5 million can no longer provide all the managerial, executive and skilled talents required by a country of 16 million people with an expanding industrial economy. (L. G., Sept., p. 531).

The ILO report called for more vocational training for Africans, and the re-

removal of the occupational restrictions that frustrate the purpose of such training.

The report pointed out that the race relations problems of South Africa are essentially the same as those of other nations with multiracial populations. It warned that there can be no shutting off within national boundaries of the tensions and bitterness resulting from the denial of human rights to South Africa's non-white populations. It sought both to mobilize world opinion and to call upon other nations to show by their example that problems of the kind encountered in South Africa can be solved through the application of universally recognized precepts and values.

The report said that the ILO will continue to hold up to critical review the current developments in South Africa as part of a moral pressure against the apartheid system. Such pressure, coupled with economic forces already working toward a change, might yet avert a clash that would otherwise appear to be inevitable.

First consideration was given to a Draft Convention with an accompanying Recommendation concerning labour inspection in agriculture. A Draft Convention and a companion Recommendation, which will revise the existing International Labour Conventions 24 and 25 concerning sickness insurance, were also considered for the first time. Both the labour inspection and the sickness insurance instruments will receive second consideration at next year's conference.

The conference debated the Director-General's report in plenary session. The theme this year was Human Rights, and a Resolution was adopted calling for intensified efforts to promote such rights and to combat discrimination. An appeal was made to the governments of member states to collaborate closely with the work of the Organization in this important field.

In addition, resolutions were adopted that dealt with the following questions:

- vocational training of girls and women;
- the outflow of trained specialists from developing countries (the "brain drain");
- disabled workers; and
- technical co-operation activities of the ILO.

Budget Proposals

The conference approved and adopted the program and budget proposals for 1969, which involve a total sum of U.S. \$27,500,689. After a recommendation had been made by the governing body working party on program and structure, opportunity was given for a general discussion in plenary session of the program and budget proposals before these were referred to the conference's finance com-

Elected Chairman

Hon. George L.-P. Weaver, Assistant Secretary of Labour, for International Affairs, and representative of the United States Government on the Governing Body of the International Labour Organization, was unanimously elected Chairman of the Governing Body for one year at the 172nd Session of the ILO Governing Body in Geneva on June 26, 1968.

Mr. Weaver has served on the Governing Body since 1961, which was the first year he was a government delegate to the ILO Conference. He was a worker's delegate from the United States at the 1957 and 1958 Conferences, and has served as Chairman of the Governing Body's committee on discrimination.

Mr. Weaver, who is 56 years old, was born in Pittsburgh, Pa. He has spent most of his life in the labour movement and has had extensive experience as an administrator in the field of civil rights and international labour affairs.

The Governing Body, executive board of the ILO, re-elected its two vice-chairmen, Pierre Waline, (France), Chairman of the employers' group, and Jean Mori, Switzerland, Chairman of the workers' group.

The Governing Body, which meets normally three times a year to guide and discuss the work of the Organization, has 24 government, 12 employer and 12 worker members.

mittee of government representatives. The ILO expects to continue this experiment in order to give to all ILO members an opportunity for general discussion and expression of views.

John Mainwaring, the Canadian Government delegate, commented on the first experimental effort to have the conference debate the program proposals for the coming year.

He noted that the conference had before it proposals to put the ILO on a biennial budget cycle instead of the present annual budget. "This welcome development will make it possible for the Governing Body to spend relatively less time on, budgetary questions and relatively more on planning, reviewing and evaluating the various ILO programs.

"There is a good deal that remains to be done in this respect. In some subject areas, the objectives that the ILO, as an

international body, can hope to accomplish are not yet defined in sufficiently specific terms," he said. "These objectives need to be more carefully reviewed so that the ILO may define its role more precisely and devote its resources where the impact of its work can be the greatest."

Mr. Mainwaring announced that the Canadian Government has already endorsed the ILO program and budget proposals for 1969. "We are particularly interested in the world employment program," he told the delegates.

Director-General's Report

Some 230 speakers, representatives of governments, employers, workers, international organizations, addressed the conference on the report of David Morse, Director-General of the ILO, concerning "The ILO and Human Rights." In his reply to the debate, Mr. Morse stressed the need for sound economic and social development as a means of giving substance to human rights principles embodied in legislation and resolutions.

This important aspect had been dealt with at length by the Canadian employer delegate, F. K. Richan, when he addressed the conference. (L. G., Sept., p. 52) Mr. Morse emphasized, however, that in pursuing economic development, it should not be forgotten that the "aim of human endeavours in whatever field, must be to advance the freedom and dignity of man."

The Director-General went on to call for an attack on racial and other forms of discrimination.

"There is hardly a country that is free of this problem," he said. "There is hardly a country that can truthfully claim to have eliminated the causes of tension or to have created the conditions in which different races, ethnic and cultural groups can live together in equality and harmony. While recognizing that each country must seek solutions appropriate to national conditions, Mr. Morse added that the problem of racial conflict has reached such proportions that national action needs to be supplemented by positive measures at the international level."

He proposed, therefore, a program of international action encompassing:

- inclusion in international technical co-operation activities of a large-scale effort to improve the economic and social situation of the victims of discrimination;
- establishment of a means for organizing an international exchange of experience acquired on both the national and local level, in combatting discrimination;
- greatly intensified efforts in the area of research and education, with respect to the underlying causes and ultimate elimination of discrimination; and
- formulation of new international standards setting forth comprehensive

measures that should be taken to combat discrimination.

Technical Items

For the first time, an international labour instrument was adopted dealing specifically with standards for tenant farmers, sharecroppers and similar kinds of agricultural workers. The text of the recommendation approved by the conference calls for international standards safeguarding the rights of tenants and sharecroppers in their relations with owners of land where they work. It also calls for rents that will permit a decent standard of living for the occupant, and recommends that rent be postponed or reduced where circumstances require, particularly in the case of crop failure or similar natural disasters. The Recommendation suggests that contracts be drawn up between tenants and landowners, preferably in conformity with a model contract established by competent authority.

In the case of the two items given first consideration at this year's conference, it was suggested that the draft international instruments to be presented at next year's conference take the form, in each case, of a Convention with a companion Recommendation. The labour inspection instruments will be intended to improve the conditions of agricultural workers by assuring adequate inspection of agricultural work places by independent inspectors. The sickness insurance instruments will attempt to update existing Conventions 24 and 25 in the light of modern practice.

Forced Labour Still Possible

As part of the ILO's observance of International Human Rights Year (L. G., Feb., p. 74), the committee on the application of Conventions and Recommendations gave special consideration to the application of international standards dealing with the abolition of forced labour.

Forced labour for economic or political purposes is still legally possible in a variety of countries, an ILO committee of experts found in their report presented to the conference. On the occasion of International Human Rights Year, the committee surveyed information from 162 countries concerning implementation of ILO Conventions on forced labour.

The experts' survey described present-day problems in ensuring observance of the forced labour Conventions, with many illustrations from national legislation. It mentioned some recent laws permitting extensive possibilities of labour conscription, and warned against unduly wide use of emergency powers to mobilize labour. Reviewing different forms of national service obligations, the survey drew attention to the important distinction between

schemes for giving training to young people to fit them for useful work, and the exaction of labour in contravention of ILO standards.

The experts noted that penal labour as a means of political coercion may result in various countries from:

- implementation of legislation punishing criticism of the Government or established institutions;
- enforcement of censorship legislation; and
- establishment of laws imposing restrictions on meetings and associations.

Cases of penal labour for breaches of labour discipline or violation of strike prohibitions were also examined.

The committee emphasized that the problems encountered will, in many countries, be part of the broader question of how to ensure balanced social and economic growth. Solutions depend not only on national action, the report said, but also on international co-operation, emphasizing the need for international solidarity in the promotion of human rights.

Fiftieth Anniversary, 1969

The co-ordinator of celebrations for the ILO's 50th anniversary, Kalmen Kaplansky, who is also Director of the Canada Branch of the International Labour Office, was in Geneva for part of the conference. During this time he met delegates from many member countries to discuss plans for next year's celebrations. He hopes that the occasion of the 50th anniversary will help promote understanding of the ILO's programs and objectives throughout the world.

Changes in labour code affect truckers

An amendment to the Transport of Goods by Motor Vehicle Hours of Work Extension Order, passed by Order in Council on July 17, 1968, removes the daily limit on hours of work for inter-provincial highway truck drivers, and the requirement to pay overtime after ten hours in a day. Overtime rates are to be paid for all hours worked in excess of ten without an uninterrupted period of at least eight consecutive hours.

The effect of this amendment means that the drivers are only obliged to discontinue work for eight hours before driving on for ten hours to their point of destination.

A previous Labour (Standards) Code regulation, which went into effect on July 1 (L. G., June, p. 333), provided that a driver could not work more than 10 hours in 24. The trucking industry objected to

the order on the grounds that it tied up equipment unduly, and necessitated that drivers remain away from their homes longer than they wished.

ILO announces vacancy for audio-visual expert

The International Labour Office announces a job vacancy in Turkey for an audio-visual aids expert in its Occupational Safety and Health Program. The job is located in Ankara.

The incumbent will set up and equip an audio-visual aids unit at the Occupational Safety and Health Centre in Ankara, and train national personnel in the design and production of audio-visual aids.

The term of the appointment will last nine months. Interested applicants should write for further information to the Canada Branch, International Labour Organization, 178 Queen Street, Ottawa 4, Ontario.

Insurance Registrations And Other UIC Statistics

On May 31, insurance books or contribution cards had been issued to 3,104,620 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,630, a decrease of 202 since April 30.

During May, there were 13,421 investigations conducted by enforcement officers across Canada. Of these, 10,877 were spot checks of claims to verify the fulfilment of statutory conditions, and 717 were miscellaneous investigations. The remaining 1,827 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 218 cases, seven against employers and 211 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 727.*

Revenue received by the Unemployment Insurance Fund in May totalled \$33,586,-229.54 compared with \$32,553,586.35 in April and \$33,979,902.35 in May 1967.

Benefits paid in May totalled \$14,055,-964.00 compared with \$56,348,373.64 in April and \$37,192,065.10 in May 1967.

The balance in the Fund on May 31 was \$266,165,851.96 compared with \$279,944,-842.56 on April 30 and \$239,723,003.18 on May 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Union Membership In Canada — 1968

Union membership at the beginning of 1968 stood at 2,010,000. This figure represented 33.1 per cent of the non-agricultural paid workers in Canada, the highest percentage since 1958; it was 26.6 per cent of the total labour force.

Labour Organizations in Canada, 1968, soon to be released by the Economics and Research Branch of the Department of Labour (Queen's Printer, 75 cents), shows that the increase in membership between 1967 and 1968 was 89,100 or 4.6 per cent.

Membership in unions affiliated with the Canadian Labour Congress at the beginning of 1968 totaled 1,572,000, a rise of more than 8 per cent over the previous year's total. CLC affiliates reporting substantial membership gains over the previous year were:

- United Automobile, Aerospace and Agricultural Implement Workers of America, with an increase of 36,300;
- United Steelworkers of America, 15,000;
- Canadian Union of Public Employees, 10,000;
- International Association of Machinists and Aerospace Workers, 8,600; and
- Building Service Employees' International Union, 6,000.

The Confederation of National Trade Unions reported a total of 201,300 members. This figure represented an increase of less than 2 per cent over the previous year. The largest gains were registered by the *Fédération Nationale des Services, Inc.* (Service Employees' Federation), with an

increase of 7,000 members; and the *Fédération Canadienne des Métallurgistes et des Mineurs* (Metallurgists and Miners' Federation), with 5,500 more members than in 1966. Most of the increase reported by the latter union was due to the merger of two unions.

Of the 2,010,000 union members reported in the 1968 survey, two thirds were

Name Change

At its last general convention, the Building Service Employees' International Union changed its name to Service Employees' International Union.

in international unions. The 108 international unions included 91 affiliated with both the CLC and the AFL-CIO; five affiliated with the AFL-CIO only; three with the CLC only; and nine unions not affiliated with any central labour body.

There were 54 national* unions active in Canada, with 590,000 members. Twenty-one of these unions, affiliated with the CLC, accounted for 15.9 per cent of total membership. The 12 federations of the CNTU accounted for another 9.6 per cent.

*"National" refers to those unions that charter locals in Canada only. Directly chartered local unions, however, are not considered to be national unions, nor are independent local organizations.

There were, in addition, 21 unaffiliated unions with a total membership of 77,000.

Direct charters from the CLC were held by 143 local unions, with a total membership of 15,600. Local unions holding direct charters from the CNTU numbered 50; these non-federated locals had 7,600 members. Membership of the 11 local unions chartered by central labour bodies comprised 1.2 per cent of all trade union members in Canada. Independent local organizations reported 51,000 members, or 2.5 per cent of the total.

The United Steelworkers of America retained its position in 1968 as the largest union, with 145,000 members in Canada. Next in size was the United Auto Workers, followed by the Canadian Union of Public Employees. Fourteen unions reported membership of 30,000 or more in the 1968 survey. These unions accounted for 47 per cent of all union members in Canada.

The listing in the 1968 edition of *Labour Organizations in Canada* reflect a number of changes that have taken place among national and international unions since the publication of the 1967 edition.

The *Fédération Nationale des Employés de l'Industrie Minière, Inc.* (CSN) (National Federation of Mining Industry Employees, Inc. (CNTU) merged late in 1967 with the *Fédération nationale de Métallurgie* (Metal Trades Federation) under a new name—the *Fédération Canadienne des Métallurgistes et de Mineurs*. Another merger took place at the beginning of this year when the Journeymen Stone Cutters' Association of North America agreed to join the Labourers' International Union of North America.

In addition, a number of changes in affiliation and names took place during the year. The Seafarers' International Union of Canada has obtained reaffiliation with the CLC, and another union, the Canadian Marine Officers' Union, chartered by the Seafarers' International Union, became *ipso facto* affiliated with the CLC.

The Canadian Air Line Employees' Association also affiliated with the CLC. The Canadian Maritime union (CLO) affiliated with the National Maritime Union (AFL-CIO).

The Canadian Union of Postal Workers amended the French version of its name; it now reads *Syndicat des postiers du Canada*.

The Commercial Telegraphers' Union modified its title and is now known as the United Telegraph Workers.

For the purpose of negotiating a first agreement under the Public Service Staff Relations Act, two postal unions—the Canadian Union of Postal Workers and the Letter Carriers' Union of Canada—formed the Council of Postal Workers. Each union, however, retains its identity.

The Three-Week Strike Of the Seaway Workers

A strike of some 1,200 Seaway workers, represented by the Canadian Brotherhood of Railway, Transport and General Workers was called against the St. Lawrence Seaway Authority on June 21, 1968. Settlement was finally reached in mediation on July 13, ending the three-week disruption of Great Lakes shipping.

The dispute centred around renewal of the collective agreement between the St. Lawrence Seaway Authority and the CBRT, which terminated on December 31, 1967. When direct negotiations between the two parties broke down in early February, the Department of Labour's B. McRae was appointed as conciliation officer. He reported failure to reach agreement, and recommended appointment of a Conciliation Board. The Minister of Labour established a Conciliation Board, and he appointed Judge J. C. Anderson, of Belleville, to act as chairman when the two nominees, K. L. Crump for the Seaway Authority, and H. Gargrave of Toronto for the union, failed to agree on a chairman. Hearings of the Board began in early April, and on May 30, the Minister received the report of the Board.

The report included a tentative agreement on all issues with the exception of the wage increase and the term of the agreement. Judge Anderson recommended wage increases of 6 per cent, retroactive to January 1, 1968, and a further 6 per cent effective a year later. Mr. Crump agreed with this recommendation. Mr. Gargrave dissented and recommended two increases of 9 per cent spread over two years.

The Authority believed that a settlement of the dispute on the basis of the majority recommendation must take into account the reaction of the union. The union rejected the majority recommendation of the two 6-per-cent pay increases, and voted for strike action. On June 15, Prime

Minister Trudeau, in reply to a telegram from the union, stated that the Government regarded the recommended 12-per-cent increase as fair and reasonable, bearing in mind the relationship of the wage rates prevailing on the Seaway and elsewhere in the economy.

The parties reached an impasse in negotiations and the union began its strike action at 8 a.m. on June 21. The workers had voted 93 per cent in favour of strike action. When the Seaway workers left their jobs, it was estimated that about 70 ocean-going vessels, mostly of foreign registration, were stranded in the waterway. Meanwhile, press reports indicated that shipping interests in the United States and Canada were predicting a long strike.

No Intervention

In response to a telegram from W. J. Smith, National President of the CBRT, Hon. Bryce Mackasey, Minister of Labour, sent the following telegram on July 3: "You have asked me in your telegram of June 30 to convene a further meeting of the Seaway Authority and your union and to preside at the meeting. Because Cabinet is not meeting this week, I have been in touch with the Prime Minister, who has confirmed that it is not the policy of the Government normally to intervene in the free collective bargaining process. I am not proposing, therefore, to participate, but I am asking the Department of Labour to arrange another meeting of the parties in accordance with normal practice."

A meeting between Mr. Smith and Dr. Pierre Camu, President of the St. Lawrence Seaway Authority, took place on July 5. W. P. Kelly, Director of the Department of Labour's Conciliation and Arbitration Branch, attended the meeting, which was for the purpose of clarification

of positions only, as the negotiating committees were not present.

The following week, Dr. G. V. Haythorne, Deputy Minister of Labour, arranged a meeting of the parties, with Mr. Kelly acting as mediator. The mediation session, with full negotiating committees present, commenced at 3 p.m. on Friday, July 12 and continued the next day. Nineteen proposals and counter-proposals were dealt with exhaustively before agreement was finally reached at midnight on Saturday, July 13.

The wage settlement, based on a three-year agreement, was:

7 per cent, effective November 1, 1967.

6½ per cent effective January 1, 1969.

5½ per cent effective January 1, 1970.

In addition to fringe benefits agreed to during Conciliation Board hearings, including improved rates for lock motor-men, further items were agreed to in mediation. These included the granting of Boxing Day as a paid holiday, and a change in the annual leave entitlement, whereby employees will become entitled to four weeks vacation in the fifteenth year of service.

The agreement was ratified on Sunday, July 14, and ships were moving through the Seaway late that evening.

A tentative estimate of the economic impact suggests that the 23-day strike cost approximately \$23,900,000. This estimate includes losses to the Seaway Authority in tolls, lost wages to Seaway workers, pilots and stevedores, and the tie-up costs of the 200 lake vessels and 70 ocean ships trapped in the Seaway.

Other costs included were lost port fees and local transportation charges. Not included in this estimate are such additional costs as lost production, post-strike costs due to the disruption of Seaway traffic, and any additional expenditures arising out of the shipment of goods by other modes of transport.

Proclamation of Tehran urges all peoples and governments to redouble efforts in human rights field

THE International Conference on Human Rights, held in Tehran, Iran, during the spring, met to review and evaluate progress in the human rights field in the 20 years since the adoption of the Universal Declaration of Human Rights by the General Assembly of the United Nations. The conference formed part of the program of International Human Rights Year (L. G., Feb., p. 74).

The representatives attending the conference made an appraisal of the existing methods and measures used by the United Nations in order to develop a program of action on the national, regional and international levels to expedite the realization of human rights in all parts of the world. The conference, by acclamation, adopted the Proclamation of Tehran, which contains a report of the work of the assembly. More than 80 countries, United Nations agencies and regional intergovernmental bodies, and more than 50 international non-governmental organizations, were represented at the assembly.

The principle subjects of discussion centred on a program for future action to promote human rights, including:

- measures to achieve rapid and total elimination of all forms of racial discrimination in general, and the policy of apartheid in particular;
- the importance of the universal realization of the right of peoples to self-determination, and of the speedy granting of independence to colonial countries and peoples for the effective guarantee and observance of all human rights;

- questions of slavery and the slave trade in all their practical and manifestations, including the slavery-like practices of apartheid and colonialism;

- measures to promote women's rights in the modern world including a unified long-term United Nations program for advancement of women;

- measures to strengthen the defence of human rights and freedoms of individuals;

- international machinery for the effective implementation of international instruments in the field of human rights; and

- other measures to strengthen the activities of the United Nations in promoting the full enjoyment of political, civil, economic, social and cultural rights, including the improvement of methods and techniques and such institutional and organizational arrangements as may be required.

Several resolutions dealing with these subjects were passed by the Assembly. The Canadian delegation to the conference proposed a resolution recommending that governments develop comprehensive legal aid systems to assist individuals in need of legal services. The representative for the Canadian delegation pointed out that the provision of legal services to individuals would strengthen the observance and protection of human rights and fundamental freedoms. He explained that this is an area where much remains to be done to make human rights more effective for individuals who might be threatened with denial or diminution of their rights because of lack of adequate financial or other resources.

Ottawa Plan for economic co-operation provides path to better life for South American work force

THE Ottawa Plan for Human Resources Development is now under way in its program to provide ever-growing masses of peasants in South America with the skills needed for productive work, and opportunities for productive employment.

The Plan, part of the World Economic Program sponsored by the International Labour Organization as a special project for its 50th anniversary year, is described in the August issue of the *ILO Panorama*.

The Ottawa Plan is the forerunner of a series of regional

employment programs to reverse a trend wherein increasing numbers of people have no part in development. It takes its name from the Eighth Conference of American States Members of the ILO, which met in Ottawa in September 1966 (L. G., 1966, p. 634). The program has been devised with the collaboration and at the request of government, employer and worker spokesmen from the participating countries.

The driving force of the campaign will be a 12-man interagency team based in Santiago, Chile, under ILO leadership.

organizations have agreed to participate: the United Nations Economic Commission for Latin America, the Latin-American Institute for Economic and Social Planning; the Organization of American States; the United Nations Food and Agriculture Organization; and the United Nations Educational, Scientific and Cultural Organization.

The first members of the ILO team are now in Santiago. With the help of national specialists, they have begun surveying the employment situation and the training facilities and needs in a number of the countries participating in the plan. A pilot project, the first large-scale integrated manpower planning project to be undertaken in Latin America, is currently being established in Peru.

Other work includes inquiries into the effectiveness of various methods of employment promotion, to examine the employment impact of different kinds of industrial and rural development, handicrafts, small-scale enterprises, round-the-clock utilization of existing plants by introducing shift work, rural

co-operatives, credit schemes, land reform, technological changes, vocational training and management development projects, many of them initiated by the ILO.

In each of the regions, the employment problems will be tackled in two phases. During the first phase, the program will be based on projections of present trends and technical studies with a view to attaining the highest level of employment that is compatible with a reasonable rate of economic growth. In the second phase, the program will be carried out through projects for industrial development, rural development, and technical and other training.

The success of the Ottawa Plan will be measured in terms of the accomplishments, not of the international experts contributing their talent to the Plan, but of the specialists of the countries themselves, of their governments, and of their labour leaders and employers, and will depend for its success on the readiness of the people themselves to accept change and innovation.

British Trades Union Congress stages celebrations to mark 100th anniversary of founding in Manchester

ROD Wright, Chairman of the British Trades Union Congress, unveiled on June 1, 1968, a plaque marking the founding in Manchester where, one hundred years ago, 34 trade union delegates met to set up the TUC. At an impressive ceremony, he recalled the tremendous growth of this pioneering body and stated that today no Government could afford to ignore the TUC's voice. Other eminent speakers were TUC General Secretary George Woodcock and Prime Minister Harold Wilson.

A parade of union floats, through the streets of Manchester, a performance by five brass bands and a 200-voice choir, a special TUC trophy race, a dance and a fireworks display completed the events in Manchester. Further festivities, including a banquet at London's Guildhall, at which Queen Elizabeth II was the guest of honour, were held in London from June 5 to 7. The centenary celebrations ended in Blackpool at the 100th congress of the TUC in September.

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PRICE INDEXES

Consumer, July 1968

The consumer price index (1949=100) rose by 0.6 per cent to 155.6 at the beginning of July from 154.7 at the beginning of June. It was 3.6 per cent above the July 1967 level of 150.2.

The food index increased by 1.7 per cent to 151.9 from 149.4; it was 2.3 per cent higher than in July 1967. Meat and fresh vegetable prices were higher; and beef and pork prices registered a general increase for the second consecutive month, while chicken prices declined slightly. There was little change in bread and butter prices, and sugar prices continued their decline to a level of nearly 9 per cent below that of a year ago.

The housing index rose by 0.4 per cent to 158.3 from 157.6 and was 4.2 per cent above the July 1967 level of 151.9. Rents continued to advance, with the latest increase of 0.4 per cent equalling the average monthly increase over the past year.

Household operation costs increased by 0.5 per cent due chiefly to an increase of 2.8 per cent in electricity charges, reflecting higher costs in Ottawa and Toronto. Home furnishings prices remained unchanged with higher prices for furniture and appliances being offset by declines in the price of household textiles.

The clothing index declined by 0.2 per cent to 136.1 from 136.4 as decreases in the prices of women's and children's wear and footwear, because of summer sales, outweighed increases in men's wear and piece goods.

The transportation index increased by 0.1 per cent to 161.9 from 161.8. There were increases in fares for local and intercity travel and automobile operation costs declined 0.1 per cent, with reductions in the prices of new cars outweighing a slight increase in gasoline prices. The health and personal care index rose by 0.5 per cent to 198.8 from 197.9. Prepaid medical care premiums increased in Manitoba, and there were general increases in soap, toothpaste and other toiletries.

The recreation and reading index rose by 0.3 per cent to 174.8 from 174.2. Among recreational items, there were marginal decreases in the prices of radios, television sets and bicycles. These were outweighed by an increase in subscription

rates for daily newspapers in five cities. The tobacco and alcohol index, at 141.1, was unchanged from the preceding month.

Group indexes a year ago in July were: food 151.9; housing (shelter and household operation) 158.3; clothing 136.1; transportation 161.9; health and personal care 198.8; recreation and reading 174.8; and tobacco and alcohol 141.1.

City Consumer, July 1968

Between June and July, consumer price indexes advanced in all 10 regional cities and city combinations, with increases ranging from 0.3 per cent in Vancouver and Saskatoon-Regina to 1.0 per cent in Ottawa.

Food and housing indexes advanced in all regional cities. Clothing and transportation indexes registered fractional movements or remained unchanged; health and personal care costs rose in five cities, decreased in two and were unchanged in three; recreation and reading indexes increased in six cities, declined in two and were unchanged in the remaining two.

Regional consumer price index point changes between June 1968 and July 1968 were as follows: Ottawa + 1.6 to 155.2; Toronto + 1.2 to 157.4; Winnipeg + 1.0 to 150.9; Saint John + 0.9 to 150.9; Montreal + 0.9 to 153.1; St. John's + 0.7 to 136.2*; Edmonton-Calgary + 0.7 to 146.3; Halifax + 0.6 to 147.3; Saskatoon-Regina + 0.5 to 145.6; Vancouver + 0.5 to 148.8.

Wholesale, July 1968

The general wholesale index (1935-39=100) was 269.2 in July, 0.4 per cent lower than the June index of 270.3, and 2.0 per cent higher than the July 1967 index of 263.9.

A sharp fall in copper prices, supplemented by a decline in silver, was the main reason for the fractional decrease at the total level between June and July. Major groups other than non-ferrous metals showed only fractional changes.

The non-ferrous metals products group index declined 4.7 per cent to 247.0 from 259.1. The vegetable products group

*On base June 1951=100.

index moved down 0.4 per cent to 247.0 from 230.9 as a result of price decreases for tea, coffee and cocoa, sugar and products, grains and canned vegetables. The decrease of 0.3 per cent to 215.0 for 215.6 in the chemical products group index reflected lower prices for soaps and detergents. The wood products group index declined slightly to 364.7 from 364.9.

The animal products group index advanced 0.7 per cent to 296.5 from 292.0 on higher prices for fishery products, eggs, livestock and leather.

Increases of 0.1 per cent or less occurred in two major group indexes: textile products, 256.1 from 255.8; and industrial products, 276.7 from 276.6.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 1.2 per cent to 262.0 from 258.8 in the three-week period June 28 to July 1. The animal products index increased 1.2 per cent to 333.1 from 327.1, and the field products index advanced 0.3 per cent to 191.0 from 190.5.

U.S. Consumer, June 1968

The U.S. consumer price index (1959=100) rose by 0.5 per cent from May to June. The index in June, at 120.9, was the 17th consecutive monthly rise and the largest since February 1966.

British Retail, May 1968

The British index of retail prices (January 16, 1962=100) was 124.9 at May 16, compared with 124.8 at April 23, and 119.4 at May 16, 1967.

The index for foods, the prices of which are affected by seasonal variations, was 121.5, was unchanged from the previous month. Increases in the prices of carrots, potatoes and fruit were largely offset by reductions in the prices of eggs and tomatoes. The index for the food group as a whole rose slightly to 123.6, compared with 123.5 in April.

The index for the transport and vehicle group rose by about 0.5 per cent to 123.5 compared with 119.4 in April due to an increase in the prices of second-hand cars and the costs of repairs and maintenance of motor vehicles.

As a result of rises in the average level of changes for a number of services such as hairdressing, shoe repairing and entertainment, the index for the services group as a whole rose by 0.5 per cent to 130.4 compared with 130.4 in April.

There was a rise of nearly 0.5 per cent in the average level of prices of motor vehicles bought and consumed outside the home, the index rising to 126.8 from 126.3.

Continuing Education Programs For Women in the United States

"The under-utilization of American women continues to be the most tragic and the most senseless waste of this century," said U.S. President Lyndon B. Johnson, in a speech to the nation in February of 1966. "It is a waste that we can no longer afford. Our economy is crying out for their services."

The President reported that there was a need for 110,000 additional trained specialists every month for the next 10 years. This requirement could not be met by men alone, he said, and unless more women entered the professions, the needs of the nation would not be met.

Present and future U.S. needs in the professional fields could now be filled to a large extent by former college and university students entering the employment market. Thousands of women had left institutions of higher learning before graduation in order to work and help with family finances, to care for their homes and children, and for other personal reasons. Upon graduation, others chose the career of wife and mother rather than vocation in their particular area of training. Many are now in a position where their family responsibilities have lessened, making it possible for them to prepare for employment outside the home.

College Population

The U.S. Office of Education reported that, in the fall of 1967, the number of women college students was 2,805,000—more than three times greater than in 1950. During this period, the population of girls aged 18 to 21 increased only about 10 percent. The marked gain in school attendance extended to adult women as well as to college-age girls. Between 1950 and 1966, school enrolment rose from

26,000 to 214,000 among women 25 to 29 years of age, and from 21,000 to 92,000 among women 30 to 34. Although enrolment figures were not available for persons 35 years of age and over, there was no doubt that many of the women students in 1966 were over 35.

These figures indicated that there were many mature women returning to college, and many more who could be encouraged to do so if there were a greater number of continuing education programs slanted to women in their middle years.

The Director of the U.S. Women's Bureau revealed that inquiries received about such programs came primarily from mature women and college educators and administrators. Women wanted to know what special educational programs were available in their area. Educators sought background information about women's interest in and need for, special programs, and what other educators were doing to fulfill this need.

Guidelines for Educators

The January 1968 revised edition of "Continuing Education Programs and Services for Women," published by the U.S. Department of Labor, included, for the use of educators and others, guidelines for establishing a continuing education program or services for adult women. They included: adequate numbers and types of training courses; appropriate time schedules for classes; child care facilities; counselling geared to the special circumstances of adult women's lives; enrolment on a part-time basis; financial aid for part-time study; information about educa-

tional, employment, and volunteer opportunities; job-placement assistance; part-time job opportunities; reasonable rules covering transfer of credits; refresher courses; reorientation courses; and other special needs.

After the Higher Education Act of 1965 was passed, institutions could apply for federal aid for their continuing education programs. To be eligible for the funds, an institution had to develop its community service programs "to meet the unique educational needs of the adult population who have either completed or interrupted their formal education." In a 19-month period after this legislation came into effect, 24 programs providing counselling, training and academic instruction were eligible for federal assistance.

In addition to the special services and programs that were being made available by colleges and universities, other organizations such as high schools, state or local government agencies, women's organizations, and community associations were offering financial assistance, vocational counselling, information on career opportunities, and other similar services to the adult woman interested in resuming her education.

Reports indicated a need for the development of educational programs designed specifically for the mature woman with considerable life experience. Women were critical of courses that appeared to be slanted to the teen-ager, but they thought that if programs could be instituted that would fit into the pattern of home responsibilities, the demand for education would continue to rise. And the urgent need for professional personnel in the United States would be substantially alleviated.

Global Needs In Rehabilitation

Part I

The primary requirements in rehabilitation within the framework of national social services were presented in a statement by the International Society for Rehabilitation of the Disabled to the International Conference of Ministers Responsible for Social Welfare, at the United Nations Headquarters, New York City, in September of last year. The conference was held as the result of a resolution previously adopted by the United Nations Economic and Social Council at a plenary meeting.

The ISRD, together with other non-governmental organizations in consultative status, presented a statement on its relevant experiences and views as part of the documentation for the conference. A condensation of the statement follows.

Responsibility for the development and administration of programs to assist the disabled vary in each country, but the government agencies concerned with social welfare have a primary role in this field.

Few, if any, countries have sufficient rehabilitation services to meet the needs of their current population; in fact in rural areas, they are practically non-existent. The need for further development of facilities and services is enormous in today's circumstances, and the dimensions of the problem will increase in the future.

The success of medical science in reducing the infant mortality rate and in preserving

life for longer periods adds inevitably to the population with disabilities. Conversely, expanding industrialization, urbanization, and the use of mechanical means of transportation all produce a growing rate of accidents, injuries and consequent disabilities.

Continuing research and measures for the prevention of disability from all causes are essential and can provide substantial results, but the problems of disability will affect a number of persons. Agencies concerned with social welfare must, therefore, include in their planning for the future, provisions to meet the needs of this predictable situation.

Rehabilitation and National Development

The United Nations Commission for Social Development recognizes the importance of rehabilitation services. The draft declaration on this subject, approved at the nineteenth session, includes the following among the means and methods of social development:

"Taking the appropriate measures for the rehabilitation of mentally or physically disabled persons, especially children and youth, so as to enable them to the fullest possible extent to be useful members of society; these measures shall include the provision of treatment and technical appliances, education, vocational and social guidance, training and selective placement, and other assistance required; and the establishment of social conditions in which the handicapped are not discriminated against because of their disabilities."

In its report, the Commission on Social

Development urged the United Nations and the specialized agencies concerned "to assist the less-developed countries giving a high priority to programs concerned with the rehabilitation of the disabled, especially handicapped and mentally retarded children."

Although comprehensive, world-wide statistics do not exist, a substantial proportion of the world's population suffers from some physical or mental disability. Successful programs in many countries have demonstrated that properly planned rehabilitation services can eliminate or greatly reduce handicaps accompanying these conditions. The results are an improvement in the standard of living of the disabled individual and of his family.

From the point of view of the community and the nation, successful rehabilitation programs make available for constructive purposes the intellectual and vocational resources not only of the disabled persons themselves but also of the immediate members of his family, and friends and associates. Their energies would otherwise have been devoted to care of the disadvantaged individual. When disabled persons become self-sufficient and productive, the gain in human resources reduces the burden on both family and community.

In the area of predictable need for increased rehabilitation services, it is obvious that improved medical care will lead to a larger proportion of persons whose disability is associated with age, chronic disease or both. Expenditure of human and material resources for the continuing care of such persons is inevitable, but can be minimized when adequate rehabilitation services make possible the greatest degree of self-care and productive use of time. Without sufficient rehabilitation services, family and community burdens will increase as the proportion of such permanently disabled persons to the total population grows.

Successful rehabilitation must deal with the entire person, encompassing medical, social, educational and vocational requirements. And because responsibility for such a rehabilitation program may be divided among several agencies in the Government, an agreed plan for coordinated development and administration of the program is a vital ingredient.

Adequate rehabilitation contributes to the possibilities of national development. The absence of adequate rehabilitation results in an unnecessary drain of human and material resources from the development potential. A sound program of national development must inevitably include adequate provision for dealing with the growing problem of disability.

The second half of this article will appear in the November issue.

Ironing Out Misconceptions

A labour-management committee that really irons out misunderstandings is the proud boast of the Ontario Northland Railway.

The committee was organized last fall to tackle problems concerning management and the 350 tradesmen employed in equipment maintenance at North Bay, Englehart, Timmins and Cochrane Ont., and in Rouyn, Quebec. At first, committee members had to overcome the misconception that they were just another group meeting behind closed doors. "Our purpose became more acceptable as soon as we made it clear it was a policy committee,"

said William Bishop, Vice-President of the shop crafts division of the ONR System Federation.

The committee has aired, and solved, a number of difficulties and misconceptions, and it has proved useful in funneling information in the other direction—from management to the rank and file. Said E. A. Frith, General Manager: "We use the meetings as an additional means of getting information to the men. We believe that the more information put out, the more satisfied the work force will be."

The committee has been useful in tracing the causes of bad feeling, and making any

appropriate changes. In addition, it has reformed the suggestion award system, which some of the men thought was not being operated as well as it might have been.

A proven record of preventing grievances is another benefit of the committee. D. V. Allen, Employee Relations Supervisor, said: "When we sense a conflict, we can act before the case arises." The committee does not deal with grievances as such: a grievance already filed is not normally the business of the committee.

In effect, the committee is a sort of communications meeting place for management and union.

The ONR, owned by the Ontario Government, stretches north through mining country, and the clay belt, to James Bay.

Two New Roles for Unions

Harry J. Waisglass, Director-General, Research and Development, Canada Department of Labour, offers two elements that will influence the future of industrial relations.

First, he says that unions have a challenging new role to play in Canada. Just as they have strengthened the position of the worker in their traditional industrial strongholds, they must now strengthen the position of the citizen in the community. He believes that the conflict-

resolution model of collective bargaining (in which a union negotiates with an employer on behalf of a group of workers) is well suited for organizing private citizens to negotiate with local authorities. "We have a large measure of justice in industry that is lacking in the community. This is the challenge facing our unions, and if they don't offer their leadership to social movements, we'll have to create other institutions to do the job," Mr. Waisglass claims.

"I think the unions have become involved in social planning and community action, not just with questions affecting the employer."

Second, he says that employees will increasingly seek involvement in their work; they will demand a sense of importance as working individuals. This demand by workers, for a higher quality of life and increased involvement on the job, will put the structures of companies and unions to the test, he believes. In the years ahead, process will replace product in order of importance. "It isn't what we produce that's so important as how we produce it. The kind of satisfactions that come in producing a product will be more important than the satisfactions derived from the product itself."

Mr. Waisglass adds: "An advancing and increasingly complex society threatens to outgrow the present anatomy of the unions." Unions set up to serve the workers in conflict with their employers are finding that the conflicts are more than two-dimensional—workers against bosses. "The unions are not structured to serve a goal-oriented society. The present structure is obsolete, so unions are going to have to adapt, or we will have to create new institutions. We have managed to get some control over the traditional problems, now we face a serious challenge to adapt to changing functions."

Working with Management

When labour works with, rather than for, management, there are benefits for both. This has been the experience at Maritime Paper Products Limited at Burnside, N.S., where union and management representatives have been meeting together in a labour-management consultation since March 1967.

Jack MacNeil, Shop Steward for Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), recalls the old

days when, as he says, "the union people worked for management" and concentrated their activities almost entirely on getting higher wages. "Today, we work with management," he pointed out. "We understand their problems and what they are trying to accomplish. A mutual respect for each other has developed."

Charles M. Douglas, Assistant General Manager, said the committee helped to smooth the way—by advance planning—when the firm's operations were recently moved from Halifax.

The committee has also been responsible for the setting up of medical and insurance plans and plant rules, and for the establishment of a cafeteria.

Labour-Management
Consultation Branch

These articles have been condensed from the July-August issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Group Counselling

Group guidance and counselling techniques are successful in helping long-term unemployed and under-employed persons gain greater self-sufficiency and self-reliance.

This is the experience of Ray A. Ziegler, Director, Senior Worker Division, Oregon Bureau of Labor and Counselling Staff, Portland Community College, Portland, Oreg. His "creative job search techniques program" has been applied by his staff for more than eight years to help job-seeking individuals "wend their way through the economic jungle that we call the American labour market." He has found them useful in assisting many thousands of job-seekers ranging in age from 15 to over 80.

As a Fair Employment Practices Administrator, Mr. Ziegler administers the Oregon laws that prohibit age discrimination in employing Oregon senior workers (all workers between the ages of 25 and 65 years). He and his co-workers early discovered that age discrimination is a two-edged problem—one is the employer, the other the older worker. They found also that "the average American is abysmally ignorant of the workings of our economic system especially insofar as the labour market is concerned. And, to a man and to a woman, those senior workers presenting themselves to us for help were woefully lacking in knowledge about the working world and the labour market on which they depend to earn a livelihood."

When it became apparent that the few counsellors available could not serve the needs of the 30,000 to 40,000 persons out

of work, experiments were started to teach job search techniques. It was found that, if a person were given information concerning the labour market, the point of view of the businessman, and some insight into his own personal worth, he developed a purpose in life and more quickly found a job.

Mr. Ziegler says: "Ninety per cent of the participants found what skills they had to sell, where to sell them, and how to present a written image of themselves to a businessman so that he would see all of their good points during the first five minutes of the interview." This procedure involves the use of the job résumé. He reports that more than 10,000 persons had received three hours group counselling in a period of four years under the guidance of one counsellor-leader working with about 50 clients. The main qualities required of a counsellor-leader are leadership and experience in how the economic system works.

The persons in the program meet in two sessions. The first session is 1½ hours in length, during which the participants are exposed to labour market facts, how to conduct a personal inventory, and how to prepare a résumé. After this, the participants are instructed to complete the inventory at home.

The second session is 1½ hours in

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length, one week later, during which the participants are gathered around a conference table to discuss their inventory and résumé with a complete stranger, who is also a participant. The leader-counsellor reviews the inventories and résumés, suggests any changes, and helps the participants relate their situation realistically to the labour market.

In presenting the labour force facts, Mr. Ziegler and his staff show that the job-seeker is a salesman selling human energy—40 man-hours a week—from a stable and reliable source that is available on demand, and that, as with a salesman, as many as 40 businessmen may have to be approached before making a sale. Mr. Ziegler also points out that the résumé is meant to save the businessman's time by presenting prepared answers to the normally standard interview. A person who will not "inventory his work skills and prepare a résumé will be long-term unemployed." He stresses that a job hunt, if it is to be successful, must be a full-time job in itself.

Following the talk on the labour market, clients are given the following six open-ended questions about themselves to answer at home and in writing, concerning the categories of work, study and play:

- what things have I done with an average degree of success?
- what things have I done that others have commended me for doing in an exceptional manner?
- what jobs have I held (describe in detail)?
- what kind of equipment can I operate?
- what are the things that I really like to do?
- what are the things that I do not like to do?

Costs of running the creative job search technique program, Mr. Ziegler comments, are negligible, because the counsellor-leaders are volunteers, and all are former participants. The program is supported by local businessmen who contribute time and materials in order to make income producers from tax consumers. Classroom groups are mixed as to age and occupations because that is how it is in society, and because people learn from the experiences of others. With regard to the success of older, compared with younger, workers in finding jobs, physically qualified workers who apply the techniques find jobs commensurate with their skills regardless of age.

Mr. Ziegler adds: "This whole idea of creative job search techniques is not new. It has existed for many hundreds of years and comes from a Chinese philosopher—Confucius: 'Give the hungry man a fish and tomorrow he will return for more. Teach the hungry man to fish and he will feed himself forever more.'

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July. It granted 5 applications for certification, rejected one and ordered three representation votes. During the month, the Board received three applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal and Lacolle terminals of Hall's Motor Transit Company, Blackpool, Que. (L. G., July, p. 411).

2. Beverage Dispensers & Culinary Workers Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse personnel employed at Arctic Mines, Carcross, Y.T., by Y & T Industrial Restaurants Ltd., Whitehorse, Y.T. (L. G., July, p. 411).

3. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Marine Industries Limited, Montreal, Que. (L. G., July, p. 411).

4. Reimer Express Lines (Western) Ltd. Employees' Association on behalf of a unit of employees of Reimer Express Lines (Western) Ltd., Winnipeg, Man., employed at Edmonton, Calgary, Regina and Saskatoon (L.G., July, p. 411).

5. International Association of Machinists and Aerospace Workers on behalf of a unit of rail technicians, rodmen and other personnel employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., July, p. 411).

6. General Truck Drivers Union Local 938, General Truck Drivers Union Local 879, Transport Drivers, Warehousemen and Helpers Union Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and other personnel employed by Maislin Bros. Transport

Ltd., Ville La Salle, Que. (L.G., Aug., p. 481).

7. General Truck Drivers Union Local 938, General Truck Drivers Union Local 879, and Transport Drivers, Warehousemen and Helpers Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reliable Transport Limited, Toronto, Ont. (L.G., Aug., p. 481).

8. International Association of Machinists and Aerospace Workers on behalf of a unit of printing plant employees employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (L.G., Aug., p. 481).

9. Canadian Merchant Service Guild on behalf of crew members employed in the navigation and operation of the patrol vessels of the North Fraser Harbour Commissioners, Vancouver, B.C. (L.G., Aug., p. 481).

10. International Association of Machinists and Aerospace Workers on behalf of a unit of reservations clerks and various other office employees employed at Dorval and Montreal by British Overseas Airways Corporation, Montreal, Que. (L.G., Aug., p. 481). Claude H. Pothier, *et. al.*, had intervened.

11. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by St-Eustache Transport Inc., St-Eustache, Que. (L.G., Aug., p. 481).

12. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed personnel employed by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

13. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed

by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

14. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of shore employees employed by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

15. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by The Royal Bank of Canada, Main Office, Ottawa, Ont. (L.G., Sept., p. 543).

Application for Certification Rejected

United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent (maintenance-of-way and bridge and building employees), and the Brotherhood of Maintenance of Way Employees, intervener. Following a hearing of the interested parties, the Board revoked its previous decision to hold a run-off vote (L.G., Aug., p. 481) and rejected the application for the reason that it was not supported by a majority of the employees affected in the representation vote already conducted by the Board.

Representation Votes Ordered.

1. *Syndicat général du cinéma et de la télévision (CSN)*, applicant, Canadian Broadcasting Corporation, respondent, Canadian Wire Service Guild, Local 213, American Newspaper Guild, intervener, Association of Radio and Television Employees of Canada, intervener, and Canadian Union of Public Employees, intervener (L.G., June, p. 342). The Board directed that the voting unit consist of employees in the news broadcast service of the respondent in Montreal and Quebec City, and that the names of the applicant and the Guild appear on the ballot (Returning Officer: G. R. Doucet).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merchants' Speedy Delivery Limited, Windsor, Ont., respondent (L.G., Aug., p. 481) (Returning Officer: H. A. Fisher).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

3. Canadian Merchant Service Guild, applicant, Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited, and Island Shipping Limited, Toronto, Ont., respondents, and National Association of Marine Engineers of Canada, intervener (L.G., Sept., p. 543). The Board directed that the names of the applicant and the intervener appear on the ballot, and that the voting unit consist of marine engineers employed aboard the vessels of the respondents. The Board directed that the ballots cast by the engineers aboard the Trans-Lake Shipping Limited vessel, S.S. *Hilda Marjanne* be segregated (Returning Officer: H. A. Fisher).

Applications for Certification Received

1. Local 1953, International Long-

shoremen's Association, on behalf of a unit of personnel employed by Newfoundland Employers Association Limited at the Port of St. John's, Nfld. (Investigating Officer: W. J. Gillies).

2. Millwrights Local 2736, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of millwrights employed at Rose Creek, Vangorda area, Y.T., by The Ralph M. Parsons Construction Company of Canada, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

3. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Westmount Moving and Warehousing Ltd. working in or out of its terminals at

Pointe-Claire, Dorval and Montreal, Que. (Investigating Officer: G. R. Doucet).

Application for Certification Withdrawn

International Union of Operating Engineers, Local 115, applicant, and Western Freeway Venture, Edmonton, Alta., respondent (project in Y.T.) (L.G., Sept. 1967, p. 581).

Application for Settlement

An application was received by the Board from the Canadian Air Line Employees' Association to prescribe, under Section 19 of the IRDI Act, a provision for the final settlement of differences involving the interpretation or application of its collective agreement with Air Canada, Montreal, Que.

Conciliation and Other Proceedings Before the Minister of Labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. B. C. Air Lines Limited, Vancouver, B.C., and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Canadian Broadcasting Corporation, and the Association of Radio and Television Employees of Canada (Conciliation Officer: J. S. Gunn).

3. National Harbours Board, Port of Quebec, and Public Service Alliance of Canada (National Harbours Board Police, Port of Quebec) (Conciliation Officer: G. R. Doucet).

4. Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

5. Canadian Marconi Company, Montreal, Que., and the Salaried Employees Association (Marconi) (Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet).

6. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher).

7. The Broadcasting Division of Canadian Marconi Company, Montreal, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

8. Canadian Broadcasting Corporation, and Building Service Employees International Union, Locals 204, 183, 383 and 323-A (Conciliation Officer: J. S. Gunn).

9. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Clarke Traffic Services, Montreal, Que., and Local 14273, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

2. Clarke Traffic Services, Montreal, Que., and Local 14274, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

3. John A. Snow, Willowdale, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Aug., p. 482).

4. Arctic Gold and Silver Mines Limited (NPL), Vancouver, B.C., and Local 6536, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., July, p. 412).

5. Mount Nansen Mines Limited, Vancouver, B.C., and Local 1037, United

Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., July, p. 412).

6. National Harbours Board, Port of Toronto, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L. G., June, p. 343).

7. Central Mortgage and Housing Corporation ("Cloverdale Park" Apartments, Pierrefonds, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

8. Central Mortgage and Housing Corporation ("Terrasse St-Michel," Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

9. Central Mortgage and Housing Corporation ("St. Georges Gardens" Apartments, Pointe-aux-Trembles, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

10. Central Mortgage and Housing Corporation ("Park Royal" Apartments, Ville St-Laurent, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

11. Central Mortgage and Housing Corporation ("Pie IX" Apartments, Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

12. Central Mortgage and Housing Corporation ("Terrasse Belleville," St-Vincent-de-Paul, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

13. Central Mortgage and Housing Corporation ("Le Domaine Estria Pavillon Mercier," Montreal, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

14. Outfitters Incorporated Limited, Corner Brook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies) (L. G., Sept., p. 544).

15. Millar and Brown Limited, Cranbrook, B.C., and Office and Technical Employees Union, Local 15 (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 482).

16. National Harbours Board, Churchill, Man., and Public Service Alliance of Canada (Conciliation Officer: A. E. Koppel) (L. G., May, p. 278).

Conciliation Boards Appointed

1. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (L. G., August, p. 482).

2. TransAir Ltd., St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 544).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont., and Oil,

Chemical and Atomic Workers International Union, Local 9-14 (L. G., Sept., p. 545) was fully constituted in July with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Williamson, Toronto, and union nominee George Burt, Kingsville, Ont.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 545) was fully constituted in July with the appointment of A. C. Dennis, Toronto, as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. J. Spector, Q.C., and union nominee Saul Linds, both of Montreal.

3. The Board of Conciliation and Investigation established in May to deal with a dispute between CTV Television Network Limited, Toronto, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Aug., p. 482) was fully constituted in July with the appointment of His Honor Judge Walter Little, Parry Sound, Ont., as chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., and union nominee Miller Stewart, both of Toronto.

Settlements before Conciliation Boards

1. Canadian Pacific Railway Company

(Atlantic, Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L. G., Sept., p. 545).

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions, and Newfoundland) and the Brotherhood of Locomotive Firemen and Enginemen (L. G., Sept., p. 545).

Conciliation Board not Appointed

1. Trove Transport Limited (Maintenance Division), Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L. G., Sept., p. 544).

Strike Action

1. Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (strike commenced July 18) (L. G., Sept., p. 545).

Strike Terminated by Mediation

1. St. Lawrence Seaway Authority (Operational Maintenance Group, Construction Branch, Cornwall Headquarters Bargaining Unit) and the Canadian Brotherhood of Railway, Transport and General Workers (strike terminated July 15) (W. P. Kelly acted as mediator) (L. G., Sept., p. 545).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, inter-provincial railways, canals, telegraphs, inter-provincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that

provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made

under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Legal Decisions Affecting Labour

British Columbia Supreme Court has held that locals of international unions are not bound by CLC constitution regarding settlement of jurisdictional disputes.

Mr. Justice Smith, a County Court Judge of the British Columbia Supreme Court, decided in a judgment of December 6, 1967 not to grant an application for an injunction that would have the effect of halting certification proceedings before the B.C. Labour Relations Board.

Mr. Justice Smith found that, in the case of jurisdictional dispute where a local of one international union applies for certification in respect of a unit of employees already represented as bargaining agent by a local of another international union, the certified local has no right to an injunction to prevent the certification proceedings from continuing. For, although the two international unions, as affiliates of the Canadian Labour Congress, may be bound by the provisions for settling jurisdictional disputes contained in the CLC Constitution, the locals of the international unions are not bound to do likewise. In the absence of this right between locals, there is no basis for an injunction.

Jurisdictional Dispute

Local 168 of the Labourers' International Union of North America had applied to the British Columbia Labour Relations Board for certification as bargaining agent for nine units of employees that were at that time represented by Local 1105 of the United Steelworkers of America.

The Steelworkers' local sought an interlocutory injunction restraining the B.C. Board and its members from dealing with

the nine applications, and, as well, restraining the Labourers' local from, as Mr. Justice Smith put it, "raiding".

Injunction Against Board Not Granted

In considering the application to enjoin the B.C. Labour Relations Board, Mr. Justice Smith stated that the Board, although subject to the jurisdiction of the B.C. Supreme Court by way of prerogative writs, is not a suable entity. Even if the Board were a suable entity, there could be no action taken by the Steelworkers' local against the Board. This is because, in order to found a basis for injunctive relief, the Steelworkers' local would have to establish some right it possessed as against the Board.

In the view of Mr. Justice Smith, the Steelworkers' local had not established this required basis for relief. The application against the B.C. Labour Relations Board and its members was therefore dismissed.

Injunction Against Local Not Granted

Turning to the application for an injunction restraining the Labourers' local from "raiding", Mr. Justice Smith said that the basic position presented by the Steelworkers on this point was that:

- there was a contractual relationship between Local 1105 of the United Steelworkers of America and Local 168 of the Labourers' International Union of North America; and
- this relationship between the Steelworkers' local and the Labourers' local was the source of the right entitling the Steelworkers' local to seek injunctive relief in the courts against the actions of the Labourers in applying to be certified for the nine units.

Mr. Justice Smith delved into the facts underlying this argument. Both the United Steelworkers of America and the Labour-

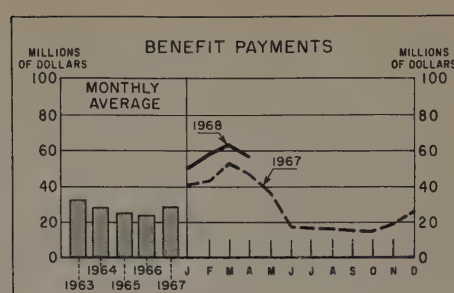
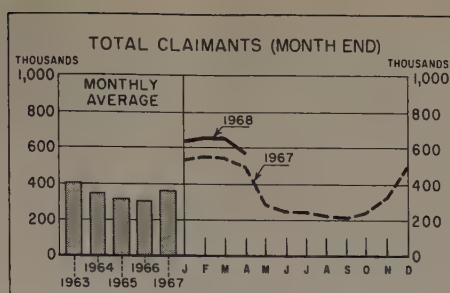
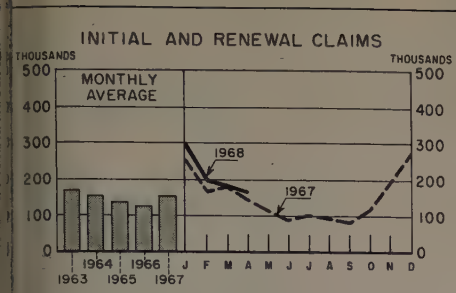
ers' International Union of North America, that is to say, the parent organizations are affiliates of the Canadian Labour Congress. The litigants in the case at bar, however, were both locals of these two unions. The Steelworkers' and Labourers' locals were not, and, according to Mr. Justice Smith's reading of Art. III, Sec. 1 of the CLC Constitution, could not—as locals—acquire the status of members of the Canadian Labour Congress. Mr. Justice Smith, summarizing the relevant provisions of the CLC Constitution, said:

The Constitution provides, by Art. III, Sec. 5, that what I am here calling for brevity, raiding, is, as between affiliates of the Congress, wrongful, and subsequent sections of the same article provide machinery by way of complaining, appointment of a mediator, and, failing his success, appointment of an impartial umpire, for the solving of disputes arising under Sec. 5.

Mr. Justice Smith noted that the parent body of the Steelworkers' local had already invoked this procedure; the Canadian Labour Congress had appointed a mediator who was, at that time, endeavouring to settle this jurisdictional dispute.

It was seen that, by applying for an interlocutory injunction, the Steelworkers' local was seeking to maintain the *status quo*, prevent further raiding and avoid certification of the Labourers' local until "labour sets its own house in order". Mr. Justice Smith wholly supported the concept of labour itself providing machinery for the solution of its own jurisdictional disputes.

The facts, however, brought Mr. Justice Smith to the conclusion that, in this case, no practical application of the principle relating to the right to injunctive relief was possible. It was found that correspondence to and from the Canadian Labour Congress involved the parent organizations, not the locals that were parties in this application for an injunction. Mr. Justice Smith reassessed that it was the parent organizations that are affiliates of the Canadian Labour Congress. He found no evidence that either the Steelworkers' or the Labourers' local was bound by the affiliation of its parent body with the Canadian Labour Congress. Thus, no basis was provided for concluding that there was any contractual right between Steelworkers' local and the Labourers' local. "In the absence of such right," Mr. Justice Smith concluded, "the law affords no remedy." The application for an interlocutory injunction against Local 168 of the Labourers' International Union of North America was dismissed. *United Steelworkers of America, Local 1105 v. Tunnel & Rock Workers Union, Local 168 et al.* (1968) 66 D.L.R. (2d) Part 1, p. 94.



Unemployment Insurance Report — April

Claimants for unemployment insurance benefit totaled 575,000 on April 30, 1968, a decline of 12 per cent from the 657,000 recorded on March 29. This figure represented an increase of 17 per cent from 492,000 recorded on April 28, 1967.

Both regular and seasonal benefit claimants decreased from the previous month. Regular benefit claimants decreased by 15 per cent, and seasonal by 6 per cent. This is the result of seasonal improvement in the demand for labour as well as the depletion of seasonal benefit.

Male claimants accounted for 88 per cent of the monthend decrease. This number dropped by 72,000 or 15 per cent from the previous month. Female claimants declined by 10,000 or 6 per cent.

Of those recorded on claim on April 30, about 27 per cent were on claim for one to four weeks. Almost three quarters of

these were males. The number in this category decreased by 15 per cent from the previous month—males by 16 per cent and females by 11 per cent.

A total of 166,000 initial and renewal claims for benefit were filed in local offices across Canada during April. About 70 per cent of the claims received were from persons separated from employment during the month. This proportion was 73 per cent in March.

The average weekly number of beneficiaries was estimated to be 472,000 for April, 600,000 for March and 461,000 for April 1967. Benefit payments totaled \$56.3 million in April, \$63.7 million in March and \$47.2 million in April 1967. The average weekly benefit payment was \$26.52 during April, \$26.55 during March and \$25.63 during April 1967.

There was a 12-per-cent average decrease in the monthend claimant count from the previous month in all provinces, although the decrease was lower in Quebec, Alberta and Manitoba. Manitoba and Alberta recorded a slight increase in the number of female claimants.

In the Atlantic region, the proportion of claimants who were receiving seasonal benefit continued to be well above the average rate. About 27 per cent of all claimants were receiving seasonal benefit, but in the Atlantic region, this figure was more than 40 per cent.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	April 1968	March 1968	April 1967	Cumulative Data 1968	
				January to April	12 months ending April
(in thousands)					
Insured population as at monthend	—	4,817	4,763	—	—
Initial and renewal claims filed					
Total.....	166	183	148	843	1,905
Initial.....	125	138	111	643	1,404
Renewal.....	41	45	37	200	501
Claimants currently reporting to local					
offices.....	575	657	492	631*	401*
Regular benefit.....	420	491	360	—	—
Seasonal benefit.....	155	166	132	—	—
Fishing.....	11	21	15	—	—
Beneficiaries (weekly average).....	472	600	461	503*	294*
Weeks compensated.....	2,125	2,400	1,842	8,662	15,337
Benefit paid.....	\$56,345	\$63,705	\$47,212	\$230,363	\$397,716
Average weekly benefit.....	\$26.52	\$26.55	\$25.63	\$26.60	\$25.93

* Monthly average.

Unemployment Insurance Report — May

Claimants for regular unemployment insurance benefit totaled 321,000 on May 31, 1968. This was 40,000, or 14 per cent, more than the 281,000 recorded a year ago. The yearly rate of increase was one half of that a year ago when the number of claimants exceeded the May 31, 1966 figure by 29 per cent.

Because the seasonal benefit period terminated on May 18, the April and May monthend claimant counts are not comparable. Of the 575,000 claimants recorded on April 30, about 155,000 were identified as claimants for seasonal benefit and 420,000 for regular. Males accounted for 95 per cent of the monthly decrease in the count of claimants for regular benefit. Fewer than two thirds of the end-of-May

claimants were male, compared with 70 per cent at the end of April. The decline in the proportion of men is associated with the seasonal upturn in employment in industries such as construction, transportation and primary industries, where the majority of employees are men.

A total of 124,000 initial and renewal claims were filed in the local offices across Canada during May. This was 25 per cent fewer than the 166,000 received in April, but exceeded, by 6 per-cent, the 117,000 received in May 1967.

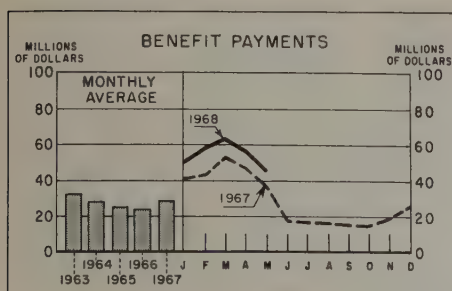
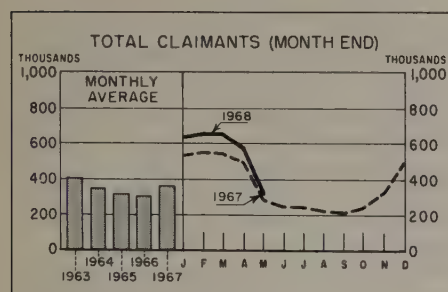
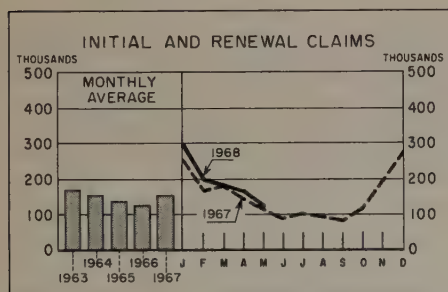
The decrease in claims filed during the month can be partially attributed to the termination of the seasonal benefit period on May 18. This can be seen in the sharp reduction of 33,000 initial claims since April, which accounted for almost four fifths of the reduction in the total of initial and renewal claims during the month.

The average weekly estimate of beneficiaries was 395,000 in May, 472,000 in April and 294,000 in May 1967. Benefit payments were \$46.3 million during May,

compared with \$56.3 million for April and \$37.2 million for May 1967. The average weekly payments for these dates were \$26.01, \$26.52 and \$25.28.

All provinces west of New Brunswick shared in the increase in the claimant count since May 31, 1967. This year there were fewer male claimants in each of the Atlantic provinces, and, with the exception of Nova Scotia, a drop in the total claimant count. Manitoba, which ranked highest in the percentage increase since last year, was the only province to record fewer claimants at the end of May 1967 than on May 31, 1966.

The monthly decrease in the volume of claims filed was general throughout the country. A small increase since the May 1967 claim load was reported in most provinces. Initial and renewal claims were slightly fewer this year in Prince Edward Island, whereas in Nova Scotia and New Brunswick there was a small decrease in initial claims. In Quebec, an increase in the number of initial claims was offset by a decrease in renewals.



Summary Table

Activity	Cumulative Data				
	May 1968	April 1968	May 1967	January	12 months
				to	ending
				May	May
				1968	1968
(in thousands)					
Insured population as at monthend	—	4,853	4,684	—	—
Initial and renewal claims filed					
Total.....	124	166	117	967	1,912
Initial.....	92	125	86	735	1,410
Renewal.....	32	41	31	231	502
Claimants currently reporting to local					
offices.....	321†	575	281	569*	404*
Regular benefit.....	321	420	281		
Seasonal benefit.....	—	155	—		
Fishing.....	—	11	—		
Beneficiaries (weekly average).....	395	472	294	481*	303*
Weeks compensated.....	1,779	2,124	1,471	10,441	15,645
Benefit paid.....	\$46,278	\$56,345	\$37,192	\$276,641	\$406,802
Average weekly benefit.....	\$ 26.01	\$ 26.52	\$ 25.28	\$ 26.50	\$ 26.00

* Monthly average.

† Seasonal benefit is not payable in respect of unemployment occurring after mid-May, hence total, April and May are not comparable.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2755

A married claimant registered for work as a hairdresser and filed an application for benefit. She had been last employed as a hairdresser at a salary of \$10 a day for three weeks. She was then laid off six weeks prior to the expected date of termination of her pregnancy. Six weeks after, she wanted to return to work, but the Unemployment Insurance Office could not find her a job. Child care arrangements were confirmed and her claim for unemployment insurance was allowed.

The claimant a week later was offered continuing employment as a hairdresser at a beauty salon, at a salary of \$1 an hour plus 50 per cent commission. This was the prevailing rate of pay for the district. Because she did not accept this employment, she was disqualified from receiving benefit for six weeks. The reasons she gave for refusing the job were that she would receive only \$40 a week for more than 40 hours of work. She believed that the minimum wage was \$1.25 an hour, and would not accept anything less. She was previously getting \$50 a week.

The insurance officer told the board of referees that the minimum wage applicable was \$1 an hour, according to the Canada Manpower Centre. He added that her demand of \$1.25 an hour plus commission precluded any probability of finding employment even with the current shortage of hairdressers.

The board of referees heard the claimant's appeal and, by majority decision, maintained the disqualification and dismissed the appeal. The employee-member of the board dissented on the grounds that the claimant was justified in refusing the employment offered, because the conditions "do not meet the requirements of the minimum wage laws."

The local insurance office later pointed out that:

- the prevailing rate of wages in the area according to the Minimum Wage Act, is \$1 an hour;

- shop owners are required to pay operators an hourly rate for periods they are actually working and have appointments booked; and

- in order to receive commission, the operator must take in double the guaranteed wage (\$40 a week), so is paid 50 per cent commission for any amount over and above \$80 a week.

The claimant then appealed to the umpire. She pointed out that she was not told that her wage would be \$1 an hour, but understood that she would be paid \$40 a week. She acknowledged her misunderstanding concerning the minimum wage, but added that she didn't see why she should have to work for \$40 a week, when she would have had to work for more than 40 hours.

The local office manager stated that the owner of the beauty salon could not guarantee exactly 40 hours work each week, but she thought that fluctuations in weekly hours would even it out.

In his appeal decision, the umpire pointed out that, as the employment offered to the claimant was at a rate of earnings not lower and on conditions not less favourable than those prevailing for the same type of work, it was suitable employment within the meaning of the Unemployment Insurance Act.

He did not accept the claimant's objection to the rate of earnings, which was her sole grounds of appeal, as a valid reason for refusing the employment. He agreed with the decision of the majority of the board of referees that the claimant had refused, without good cause within the meaning of the Act, to accept the suitable employment that was offered to her.

The appeal was therefore dismissed.

Court upholds amendment to U.S. labor act

The U.S. Supreme Court ruled on June 11 that non-administrative, non-executive and non-professional employees of schools, hospitals and related institutions must receive the minimum wage and overtime provisions of federal law.

Rejecting a challenge from 28 states that their rights were being threatened by a breach of the 10th amendment to the Constitution, the judges, in a 6-to-2 decision upheld a 1966 amendment to the Fair Labor Standards Act.

Labour conditions in schools and hospitals, they decided, do affect interstate commerce, and the federal Government's authority did not diminish simply because a state rather than a private firm was involved.

Employment Review For July

Employment rose by 189,000 to 7,952,000 in July, and was 111,000 more than in the same period a year ago.

The labour force, at 8,323,000, was 165,000 higher than in June, and 198,000, or 2.4 per cent, higher than in July 1967.

Unemployment decreased by 24,000 to 371,000 from 395,000 in June, but was 87,000 higher than in July 1967.

Unemployment in July represented 4.5 per cent of the labour force, compared with 3.5 per cent in July 1967 and 3.1 per cent in July 1966.

Employment

Employment, at 7,952,000, increased by 189,000 between June and July.

Among persons of 20 years of age and over, employment declined during July as many married women moved out of the labour force during the school holiday period.

About two thirds, or 124,000, of the increase in employment was in non-agricultural industries; farm employment increased by 65,000. Increases were recorded in: trade, 45,000; construction, 34,000; transportation, communication and other utilities, 19,000; and community, business and personal services, 18,000. Employment in manufacturing registered a decrease of 22,000.

Year-to-year increases in employment were recorded in British Columbia, 4.2 per cent, the Prairies, 2.3 per cent, and Ontario, 2.1 per cent. There was little change in the Atlantic region and Quebec.

Unemployment

Unemployment, at 371,000, was 24,000 lower than in June, but was 87,000 higher than in July 1967. Of the total unemployed in July, 123,000, or 33 per cent, were unemployed for less than one month. Of the remainder, 147,000, or 40 per cent, were unemployed for one to three months, and 101,000, or 27 per cent, for four months or more.

100th anniversary marked by TUC in Britain

Britain's Trades Union Congress celebrated its 100th anniversary in September when over 1,000 delegates, representing some 8.9 million trade unionists, attended the 100th congress in Blackpool.

The first meeting was held in Manchester in June 1868, and attended by 34 delegates representing less than 120,000 trade unionists. The TUC, with about 350 unions directly or indirectly affiliated, now represents nine-tenths of all British trade unionists.

Publications Received

In the Department of Labour Library

List No. 235

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1967. Report no. 11.* Ottawa, Queen's Printer, 1968. Pp. 211.

Text in English and French.

CANADA. MINISTRE DU TRAVAIL. DIRECTION DE L'ÉCONOMIQUE ET DES RECHERCHES. *Conditions de travail dans l'industrie canadienne. Rapport no. 11.* Ottawa, Imprimeur de la Reine, 1968. Pp. 211.

Texte en français et en anglais.

2. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1967.* Winnipeg, 1968. Pp. 16.

Appendix to Annual Report for the Calendar Year 1967: Statistical Analyses of Settled Accidents. Winnipeg, 1968. Pp. 16.

3. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Statistical Analysis of Accidents reported during the Year 1967.* Winnipeg, 1968. Pp. 17, 17.

4. SOCIAL SCIENCE RESEARCH COUNCIL. *Annual Report, 1966-1967.* New York [1968 ?]. Pp. 110.

5. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The 1968 Economic Report of the President; Hearings before the Joint Economic Committee, Congress of the United States, Ninetieth Congress, Second Session.* Washington, GPO, 1968. 4 parts.

Hearings held February 5 to 21, 1968.

6. U.S. PRESIDENT. *Canadian Automobile Agreement; First Annual Report of the President to the Congress on the*

Implementation of the Automotive Products Trade Act of 1965. [Jan. 18, 1965-Dec. 31, 1966]. Washington, GPO, 1967. Pp. 85.

Report printed for the use of the Committee on Finance U.S. Senate.

Appendix of First report contains text of Automobile agreement, etc.

7. U.S. PRESIDENT. *Manpower Report of the President including a Report on Manpower Requirements, Resources Utilization, and Training, by the United States Department of Labor.* Transmitted to the Congress, April 1968. Washington GPO, 1968. Pp. 323.

Automation

8. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF RESEARCH. *Labor looks at Automation.* [December 1966. Washington, 1966]. Pp. 36.

9. INTERNATIONAL GRAPHICAL FEDERATION. *Technical Conference, Minutes of Proceedings, Monday 25th and Tuesday, 26th September, 1967, TUC Centre. London* Berne, 1967. Pp. 84.

The conference was concerned with technological change in the printing industry.

Business

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; an Economic Analysis of Development in the Mid-1960's under the Merger Act of 1950, by Betty Bock* 6th ed. New York, 1968. Pp. 215.

This report considers the complaints, consent orders, and decisions of U.S. antitrust law enforcement agencies and the courts from the beginning of 1951 until July 1, 1967, with particular attention to the 1966-1967 (June) period.

11. U.S. OFFICE OF BUSINESS ECONOMICS. *Business Statistics, 1967; a Supplement to the Survey of Current Business* 16th biennial edition. Washington, GPO, 1968. Pp. 262.

12. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers; Annual no. 13.* Edited by

Jean B. MacArthur. Washington, GPO, 1967 [i.e. 1968]. Pp. 100.

Partial contents: How do you know what your business is worth? Easy-to-make flip charts provide selling tools. Collecting past due accounts without losing customers. Designing small plants for economy and flexibility. The ABC's of borrowing. How to write a job description. Is your cash supply adequate? Financial audits: a tool for better management.

Economic Conditions

13. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Ireland*. [March, 1968]. Paris, 1968. Pp. 29.

14. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Spain*. [July 1967]. Paris, 1967. Pp. 51.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Turkey*. [July 1967]. Paris, 1967. Pp. 41.

16. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1966; the European Economy in 1966*. New York, United Nations, 1967. 1 vol. (various pagings).

Great Britain. Royal Commission on Trade Unions and Employers' Associations.

The following three research papers were prepared for the Royal Commission.

17. McCARTHY, WILLIAM EDWARD JOHN. *Shop Stewards and Workshop Relations; the Results of a Study undertaken by the Government Social Survey for the Royal Commission on Trade Unions and Employers' Associations*, by W. E. J. McCarthy and S. R. Parker. London, HMSO, 1968. Pp. viii, 158.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 10.

Contains the preliminary results of the first nation-wide survey of workshop relations in Great Britain. This report is based on nearly 4,000 personal interviews with trade unionists, non-unionists, shop stewards, full-time trade unions officers and management representatives.

The survey was designed to provide information on these four topics:

1. negotiation and representation at workshop level; 2. the role of trade unions in workshop relations; 3. the role of employers' associations; and, 4. other aspects of workshop relations.

18. MARSH, ARTHUR IVOR. *Disputes Procedures in Britain*, by A. I. Marsh and W. E. J. McCarthy. London, HMSO, 1968. Pp. xvi, 121.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 2, pt. 2.

"... An examination is made of the operation of five sets of procedural agreements, in the engineering, papermaking and boardmaking, chemicals, building, and coalmining industries, leading to tentative conclusions about their appropriateness and acceptability. In the concluding chapter, it is argued that the Commission might usefully recommend the creation of a permanent body that would consider the adequacy of particular procedures in British industry, with the aim of encouraging desirable reforms."

19. WHYBREW, EDWARD GRAHAM. *Overtime Working in Britain; a Study of its Origins, Functions and Methods of Control*. London, HMSO, 1968. Pp. vi, 96.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 9.

This pamphlet examines the increasing amount of overtime working in Great Britain and the reasons for it. It points out that a lot of overtime is worked for non-productive reasons, that manpower is not always used efficiently, and that unsatisfactory work practices have developed. In the concluding chapter, the author suggests three ways of controlling overtime: by exhortation, by acting on wage payments, and by legislation.

Industrial Relations

20. BIELSTEIN, ROLLAND M. *The Practical Approach to Industrial Relations for Technically Trained Managers and Line Supervisors*. [Bellaire, Texas, MMS Publishers], c1965. Pp. 109.

21. INTERNATIONAL LABOUR OFFICE. *Consultation and Co-operation between Employers and Workers at the Level of the Enterprise; Outline of the Regulations in Force in Eleven European Countries*. Report drawn up in collaboration with the Organization for Economic Co-operation and Development. Geneva, 1962. Pp. 79.

At head of title: International Labour Organization.

22. KOTHE, CHARLES ALOYSIUS. *Individual Freedom in the Non-Union Plant; toward a Better Understanding of the Question of Representation*. [3d ed.]. New York, Industrial Relations Dept., National Association of Manufacturers, 1967. Pp. 205.

The author was Vice President, Industrial Relations, of the National Association of Manufacturers from 1960 to 1966. In this book, he outlines some of the matters to be considered by management when a union organizing campaign develops. References are made in the text to American labour legislation and to the part played by the National Labor Relations Board in the supervision of an election in a plant.

23. TABB, JAY YANAI. *Personnel Relations in a Growing Enterprise: a Case Study of an Israeli Undertaking*. Geneva, International Labour Office, 1962. Pp. iii, 107.

Labour Organization

24. CANADIAN LABOUR CONGRESS. EXECUTIVE COUNCIL. *Report to the 7th Constitutional Convention, Toronto, Ontario, May, 1968*. Ottawa, 1968. Pp. 114.

25. EDITORIAL RESEARCH REPORTS. *Organization of Public Employees*, by Hoyt Gimlin. Washington, 1967. Pp. 783-800.

This report deals with the organization of public employees such as school teachers, state and federal government employees, municipal employees, and others. The author comments on the question of the right to strike, and on collective bargaining.

26. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Tenth Annual Report to the Membership of the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)*, 1967. Detroit, 1968. Pp. 30.

The Public Review Board, set up in 1957, examines the Union's ethical practices and gives members the right to appeal from decisions made by local unions and other subordinate bodies and by the International Executive Board. This report covers the calendar year 1967. Twenty cases were before the Board, of which sixteen were acted upon and four were pending disposition as of December 31, 1967.

27. *Labor in America: the Union and Employer Responses to*

the Challenges of Our Changing Society; Proceedings of a Conference of May 19 and 20, 1966. Edited by Lafayette G. Harter, Jr. and John Keltner. Corvallis, Oregon State University Press [1966 or 67]. Pp. 144.

"Sponsored by the Committee to Organize an Oregon Chapter of the Industrial Relations Research Association, jointly with the Departments of Economics and Speech, School of Humanities and Social Sciences, Oregon State University."

Contents: The process of collective bargaining, by Vernon Jensen. Labor unions and the changing technology, by J. Paul St. Sure. Labor unions and equal opportunity: collective bargaining and minority employment, by Ray Marshall. Labor unions and the poverty program, by Brendan Sexton. Labor unions and the government, by Arthur Ross.

28. LYND, G. E., pseud. *The Politics of African Trade Unionism.* New York, Praeger, c1968. Pp. 198.

"G. E. Lynd is the nom de plume of an author who has had wide experience in the field of international labor affairs, both in and out of government."

In 1964-1965, the author received a Rockefeller Fellowship grant which enabled him to travel extensively in Africa in order to do research for this book. The book examines the relationship of certain African labour unions and trade union leaders with their governments and also considers the role of Western and Communist international labour unions in African Trade union affairs.

29. SAUNDERS, GEORGE S. *Labour Unions, Collective Bargaining and Inflation: [address to] Thirteenth Annual Congress of the Commerce Students of Quebec. Montreal, December 3, 1966.* Ottawa, Canada Dept. of Labour, Economics and Research Branch, 1966. Pp. 18, [1].

Labour Supply

30. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *A Report to the Canadian People on Manpower Development.* [Toronto, 1968 ?] 1 v. (unpaged).

English and French, the latter inverted and with special title page.

In this report, the Canadian Association for Adult Education assesses and criticizes the provisions and the operation of the Adult Occupational Training Act through which the Federal Government administers manpower training.

31. GORDON, ROBERT AARON. *The Goal of Full Employment.* New York, Wiley, c1967. Pp. 204.

Contents: The facts and the issues. The aggregative goals of economic policy. Full employment as a policy goal. Aggregative and structural full employment. The pattern of unemployment: some problems of measurement. Changing patterns of unemployment in the United States. Towards full employment.

32. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE. 3rd, 1965. *Labour Shortages—Problems, Implications, Shortages: Proceedings of the Third Annual Study Conference for Senior Management, held at the Mawson Theatre, the University of Adelaide, Wednesday, 25th August, 1965.* [Adelaide, Australian Institute of Management, Adelaide Division, 1966 ?]. Pp. 40.

This conference was conducted jointly by the Australian Institute of Management, Adelaide Division, and the Commerce Department of the University of Adelaide.

Partial contents: Problems and implications, by R. T. Appleyard. Tapping new sources of labour, by Hon. William McMahon. Making the best use of existing labour sources, by S. E. Barratt.

33. WOLFLE, DAEL LEE. *Can Professional Manpower*

Trends be predicted? Washington, U.S. Dept. of Labor, Manpower Administration, 1967. Pp. 29.

Seminar on Manpower Policy and Program. Proceedings. "Condensed transcript of the seminar held in Washington D.C., May 18, 1967."

Dr. Wolfe talked about problems that exist in trying to predict future professional manpower supply and demand and he suggested some studies of the problem that could be made. A discussion period followed the talk.

Labouring Classes

34. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and Their Administration: Proceedings, 50th Convention of the International Association of Governmental Labor Officials, Denver, Colo., July 10-14, 1967.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1968. Pp. 257.

35. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 3, November 1967.* Geneva, 1967. Pp. 166.

Partial contents: Incomes policies for developing countries. By T. J. M'boya. Economic reforms in the European socialist countries. The new economic system and management development in Czechoslovakia, by Z. Mosna. Some observations on comparative studies, by John Porter. The comparative study of industrial relations, by Kenneth F. Walker.

36. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 4, February 1968.* Geneva, 1968. Pp. 188.

Partial contents: The future of industrial relations in Western Europe: approaches and perspectives. Computerization of information retrieval in the field of industrial relations, by G. K. Thompson. International Industrial Relations Association.

37. LABOUR COLLEGE OF CANADA. *Report of the Fifth Term, June 18-August 11, 1967.* Montreal, 1968. Pp. 31. Text in English and French.

The Labour College of Canada, chartered in 1963 as an independent institution, operates in Montreal under the sponsorship of the Université de Montréal, McGill University and the Canadian Labour Congress.

COLLÈGE CANADIEN DES TRAVAILLEURS. *Rapport de la cinquième session, 18 juin-11 août 1967.* Montréal, 1968. Pp. 32.

Texte en français et en anglais.

"Le Collège Canadien des Travailleurs a obtenu en 1963 une charte d'institution indépendante. Il opère grâce à la coopération de l'Université de Montréal, de McGill University et du Congrès du Travail du Canada."

38. *The Labor Movement, a Re-examination; a Conference in Honor of David J. Saposs, January 14-15, 1966 [sponsored by the Industrial Relations Research Institute [and] Department of Economics [of] the University of Wisconsin, and the State Historical Society of Wisconsin.* Edited under the direction of Jack Barbash. Madison, University of Wisconsin, c1966. Pp. vii, 162.

"David J. Saposs, a chronology": p. 156-157.

"A bibliography of the works of David J. Saposs, compiled by Esther Thelen": p. 158-162.

Partial contents: Labor statistics in the American economy, by Ewan Clague. Labor views on industrial democracy, 1865-1964: a sketch, by Milton Derber. The international posture of the American labor movement: the relevance of American experience to world labor problems, by Alice F. Cook. Conflict and integration in trade union development, by Everett M. Kassalow. A political theory of the labor movement, by Gus Tyler. American labor's origins and ideology, by Philip Taft. David J. Saposs and the Wisconsin School, by Jack Barbash. The labor movement: a look backward and forward.

by David J. Saposs. Toward an understanding of "the public interest" in collective bargaining, by Harold S. Roberts.

39. NEW ZEALAND. ROYAL COMMISSION TO INQUIRE INTO AND REPORT UPON WORKERS' COMPENSATION. *Compensation for Personal Injury in New Zealand; Report*. Wellington, Government Printer, 1967. Pp. [254].

Hon. Arthur Woodhouse, chairman.

The Commission was appointed "to receive representations upon, inquire into, investigate, and report upon the law relating to compensation and claims for damages for incapacity or death arising out of accidents (including diseases) suffered by persons in employment and the medical care, retraining, and rehabilitation of persons so incapacitated, and the administration of the said law, and to recommend such changes therein as the Commission considers desirable . . ."

40. REHMUS, CHARLES MARTIN, ed. *Labor and American Politics; a Book of Readings*, edited by Charles M. Rehmus and Doris B. McLaughlin. Ann Arbor, University of Michigan Press, 1967. Pp. ix, 461.

Concerns the involvement of American labour in politics from the early 1800's up to the present time.

41. SCHNEIDERMAN, ROSE. *All for One*, by Rose Schneiderman, with Lucy Goldthwaite. New York, Paul S. Eriksson, inc., c1967. Pp. 264.

An autobiography.

Miss Schneiderman was active in the American trade union movement for many years. She was president of the Women's Trade Union League of New York, active in the National Women's Trade Union League of America, an organizer for the International Ladies' Garment Workers' Union, a worker for women's suffrage, and a one-time secretary of the New York State Department of Labor. Miss Schneiderman was a friend of many distinguished Americans and has interesting stories to tell about President and Mrs. Franklin D. Roosevelt, both of whom she first met in the early 1920's.

42. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-Hour. Selected Industries, 1939 and 1947-66*. Washington, GPO, 1968. Pp. 99.

Wages and Hours

43. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Remuneration of Solicitors*. London, HMSO, 1968. Pp. 65.

44. U.S. BUREAU OF LABOR STATISTICS. *Wage Calendar, 1968*. Washington, GPO, 1968. Pp. 67.

Most of the information in this Bulletin is presented in tabular form. Information is given about collective agreements expiring in 1968, including collective agreements by industry, and about deferred wage increases and cost-of-living escalation in major contracts.

Miscellaneous

45. AFRICAN TRADE UNION CONFEDERATION. *African Socialism and its Application to Planning in Kenya*. [Dakar, Senegal, n.d., 1965?]. Pp. 68.

At head of title: An ATUC fact sheet.

46. CANADA. DEPARTMENT OF THE SECRETARY OF STATE. CANADIAN CITIZENSHIP BRANCH. *The Canadian Family Tree*. Ottawa, Queen's Printer, 1967. Pp. 354.

Published in co-operation with the Centennial Commission.

An introductory history of the various ethnic groups that make up the population of Canada, commenting on their contributions to the development of the country.

47. DANIEL WILLIAM W. *Racial Discrimination in England; based on the PEP report*. With an introduction by Mark Abrams. [Harmondsworth, Eng.]. Penguin Books [1968]. Pp. 251, [2], 18, [1].

"This book is based on the PEP report *Racial Discrimination in Britain*, which was released in April 1967."

Deals with racial discrimination in England with reference to employment, housing, and the provision of services. The experiences of white immigrants, such as Hungarians and Cypriots, are compared to the experiences of West Indian and Asian immigrants. The original survey on which this study was based covered 1,000 people from four minority groups, West Indian, Pakistani, Indian and Cypriot, and included interviews with people in a position to discriminate.

48. FRIEDMAN, MILTON. *Capitalism and Freedom*, With the assistance of Rose D. Friedman. Chicago, University of Chicago Press, 1962. Pp. 202.

Contents: The relation between economic freedom and political freedom. The role of government in a free society. The control of money. International financial and trade arrangements. Fiscal policy. The role of government in education. Capitalism and discrimination. Monopoly and the social responsibility of business and labour. Occupational licensure. The distribution of income. Social welfare measure. Alleviation of poverty.

49. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Distributors' Margins in Relation to Manufacturers' Recommended Prices*. London, HMSO, 1968. Pp. [14].

Its Report no. 55.

50. HOLLISTER, ROBINSON GILL. *A Technical Evaluation of the First Stage of the Mediterranean Regional Project*. Paris, OECD, 1967. Pp. 188.

"The Mediterranean Regional Project [was] an attempt by the six OECD Mediterranean countries [Greece, Italy, Portugal, Spain, Turkey and Yugoslavia] to relate education to economic growth and social advancement." This report evaluates the six country studies that were made under the Project.

51. LEVITAN, SAR A., ed. *Towards Freedom from Want*. Editors: Sar A. Levitan, Wilbur J. Cohen [and] Robert J. Lampman. [1st ed. Madison, Wis.], Industrial Relations Research Association [1968]. Pp. viii, 243.

Partial contents: Social assistance, social subsidies and social services to underwrite the essentials. Economic security for the aged, sick and disabled: some issues and implications. Unemployment insurance and income maintenance. Private supplementation of public unemployment benefits. Income security through a tax-transfer system. The minimum wage and poverty.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*	July 20	8,323	+ 2.0	+ 2.4
Employed.....	July 20	7,952	+ 2.4	+ 1.4
Agriculture.....	July 20	656	+11.0	- 3.8
Non-agriculture.....	July 20	7,296	+ 1.7	+ 1.9
Paid workers.....	July 20	6,825	+ 2.0	+ 2.4
At work 35 hours or more.....	July 20	5,793	- 9.5	+ 1.1
At work less than 35 hours.....	July 20	945	-10.0	+11.2
Employed but not at work.....	July 20	1,214	+284.2	- 3.9
Unemployed.....	July 20	371	- 6.1	+30.6
Atlantic.....	July 20	37	0.0	+27.6
Quebec.....	July 20	130	- 9.1	+22.6
Ontario.....	July 20	120	- 7.0	+29.0
Prairie.....	July 20	41	+13.9	+78.3
Pacific.....	July 20	43	-14.0	+30.3
Without work and seeking work.....	July 20	351	- 7.9	+34.0
On temporary layoff up to 30 days.....	July 20	20	+42.9	- 9.1
INDUSTRIAL EMPLOYMENT (1961 = 100)	April	119.0	+ 0.8	- 0.3
Manufacturing employment (1961 = 100)	April	120.1	+ 0.6	- 1.3
IMMIGRATION.....	1st 6 months	85,339	—	-21.7
Destined to the labour force.....	1st 6 months	44,907	—	-25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	July	137	- 9.9	+31.7
No. of workers involved.....	July	62,069	+34.3	+74.9
Duration in man-days.....	July	867,810	+59.4	+179.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	April	\$108.97	+ 1.3	+ 6.5
Average hourly earnings (mfg.).....	April	2.56	+ 2.0	+ 7.6
Average hours worked per week (mfg.).....	April	40.7	+ 1.5	+ 0.5
Average weekly wages (mfg.).....	April	\$104.26	+ 3.6	+ 8.0
Consumer price index (1949 = 100)	July	155.6	+ 0.6	+ 3.6
Index numbers of weekly wages in 1961 dollars (1961 = 100).....	April	117.3	+ 3.6	+ 3.7
Total labour income (thousands of dollars)	May	2,903	+ 2.9	+ 8.0
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	May	161.7	+ 2.5	+ 5.8
Manufacturing.....	May	162.2	+ 3.2	+ 5.8
Durables.....	May	185.0	+ 4.8	+ 6.8
Non-durables.....	May	143.6	+ 1.6	+ 5.0
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	June	18,190	+ 8.3	+ 4.4
Completions.....	June	8,952	-30.4	+11.7
Under construction.....	June	91,403	+11.1	+24.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

E-1 to E-4—Unemployment Insurance

B-1—Labour Income

F-1 and F-2—Prices

C-1 to C-7—Employment, Hours and Earnings

G-1 to G-4—Strikes and Lockouts

D-1 to D-4—Manpower Division

A — Labour Force

TABLE A-1—Regional Distribution, Week Ended July 20, 1968

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	8,323	688	2,338	3,077	1,383	837
Men.....	5,771	488	1,648	2,091	972	572
Women.....	2,552	200	690	986	411	265
14-19 years.....	1,174	106	330	408	211	119
20-24 years.....	1,256	128	404	415	200	109
25-44 years.....	3,336	240	952	1,276	522	346
45-64 years.....	2,334	195	597	889	410	243
65 years and over.....	223	19	55	89	40	20
EMPLOYED.....	7,952	651	2,208	2,957	1,342	794
Men.....	5,500	457	1,549	2,008	943	543
Women.....	2,452	194	659	949	399	251
Agriculture.....	656	35	159	163	256	43
Non-agriculture.....	7,296	616	2,049	2,794	1,086	751
Paid workers.....	6,825	564	1,899	2,630	1,033	699
Men.....	4,593	387	1,309	1,753	676	468
Women.....	2,232	177	590	877	357	231
UNEMPLOYED.....	371	37	130	120	41	43
Men.....	271	31	99	83	29	29
Women.....	100	*	31	37	12	14
PERSONS NOT IN LABOUR FORCE.....	5,958	647	1,771	2,012	941	587
Men.....	1,308	173	379	420	201	135
Women.....	4,650	474	1,392	1,592	740	452

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended July 20, 1968

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,281	2,368	4,055	1,121	4,171	1,062	1,504
LABOUR FORCE.....	8,323	1,174	3,906	996	1,281	743	223
Employed.....	7,952	1,031	3,804	925	1,257	718	217
Unemployed.....	371	143	102	71	24	25	**
NOT IN LABOUR FORCE.....	5,958	1,194	149	125	2,890	319	1,281
PARTICIPATION RATE†							
1968—July 20.....	58.3	49.6	96.3	88.8	30.7	70.0	14.8
June 22.....	57.3	41.5	96.4	87.8	31.7	70.7	14.6
UNEMPLOYMENT RATE‡							
1968—July 20.....	4.5	12.2	2.6	7.1	1.9	3.4	**
June 22.....	4.8	15.6	2.7	7.8	1.9	3.5	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

**Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended July 20, 1968

	July 1968	June 1968	July 1967
(in thousands)			
TOTAL UNEMPLOYED	371	395	284
On temporary layoff up to 30 days	20	14	22
Without work and seeking work	351	381	262
SEEKING			
Full-time work	312	339	239
Part-time work	39	42	23
Under 1 month	103	170	94
1-3 months	147	109	105
4-6 months	45	46	30
More than 6 months	56	56	33

SOURCE: Labour Force Survey, DBS.

B — Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Monthly Totals										
Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Totals‡
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—May.....	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	139.0	2,684.9
June.....	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July.....	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August.....	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September.....	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October.....	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November.....	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December.....	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February*	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March*	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April*	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May†	72.5	758.0	246.5	34.7	216.8	52.7	406.2	939.5	152.0	2,902.7
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—May.....	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	136.3	2,673.1
June.....	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July.....	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August.....	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September.....	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October.....	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November.....	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December.....	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February*	71.0	727.9	242.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March*	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April*	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May†	72.8	757.5	246.1	37.6	216.5	53.5	407.1	941.0	147.2	2,903.0

*Revised †Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C — Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 1968, employers in the principal non-agricultural industries reported a total employment of 3,506,918. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey

of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGES						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—April.....	119.3	130.8	102.32	121.7	130.0	106.05
May.....	122.3	130.6	102.19	122.9	129.8	105.86
June.....	125.3	131.6	102.96	124.7	130.7	106.60
July.....	125.8	132.1	103.35	124.3	130.1	106.12
August.....	127.0	132.5	103.66	126.7	130.9	106.73
September.....	125.9	133.9	104.77	125.5	133.0	108.45
October.....	124.8	134.3	105.10	123.3	134.1	109.32
November.....	124.3	134.5	105.26	123.2	134.5	109.71
December.....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January*.....	118.6	135.6	106.10	119.8	135.3	110.30
February†.....	117.1	137.0	107.17	117.8	136.5	111.31
March*.....	118.0	137.5	107.57	119.4	136.7	111.48
April†.....	119.0	139.3	108.97	120.1	140.1	114.29

*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance and insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	110.0	108.9	106.4	90.62	91.23	85.70
Newfoundland.....	112.0	107.8	105.7	100.51	99.53	92.29
Prince Edward Island.....	111.5	107.1	106.0	74.91	76.29	71.05
Nova Scotia.....	111.2	109.8	108.7	87.51	87.89	82.94
New Brunswick.....	107.1	108.6	104.0	89.38	91.36	86.28
Quebec.....	113.6	112.6	116.8	106.61	105.80	100.57
Ontario.....	123.5	122.2	123.1	112.70	110.13	105.34
Prairie Region.....	118.1	117.6	115.5	102.76	102.52	95.07
Manitoba.....	112.2	111.1	111.4	98.76	98.16	90.10
Saskatchewan.....	117.3	115.0	113.3	102.08	100.35	94.63
Alberta.....	123.4	124.2	119.8	106.12	106.67	99.19
British Columbia.....	124.6	124.0	126.3	119.26	118.52	114.09
CANADA.....	119.0	118.0	119.3	108.97	107.57	102.32
URBAN AREAS						
St. John's.....	131.1	129.7	128.2	92.65	86.28	79.67
Halifax.....	114.5	115.8	111.0	90.04	90.16	84.36
Sydney.....	99.1	97.2	96.1	93.00	96.05	92.29
Moncton.....	115.3	112.1	110.4	85.48	85.87	79.47
Saint John.....	107.9	114.3	105.6	87.17	89.87	83.98
Chicoutimi.....	103.0	100.6	110.0	124.80	122.03	120.48
Montreal.....	119.1	118.3	122.5	108.75	107.76	102.39
Quebec.....	111.5	110.2	113.6	92.55	91.65	86.10
Shawinigan.....	97.2	93.2	101.4	108.85	109.64	104.74
Sherbrooke.....	115.1	116.3	114.8	91.99	91.81	86.60
Trois-Rivières.....	109.1	108.0	117.3	97.81	97.57	93.56
Ottawa-Hull.....	124.3	123.3	120.6	101.70	101.44	94.87
Belleville.....	115.2	114.0	114.7	94.75	94.29	88.95
Brampton.....	259.9	256.6	250.1	110.87	110.00	104.69
Brantford.....	112.8	125.0	134.3	99.67	101.18	99.47
Fort William-Port Arthur.....	113.5	112.8	123.2	102.69	103.18	102.13
Guelph.....	134.5	132.9	133.9	99.66	100.41	94.31
Hamilton.....	118.6	117.8	121.1	116.22	113.67	108.38
Kingston.....	120.9	119.6	119.9	106.25	104.59	98.85
Kitchener.....	143.0	140.3	140.4	99.94	99.05	92.23
London.....	118.6	117.4	123.8	103.21	101.67	97.42
Niagara Falls.....	103.7	100.1	109.9	104.36	104.63	100.08
Oshawa.....	138.4	128.8	137.0	141.58	91.45	118.95
Peterborough.....	130.0	128.9	133.6	113.08	112.89	108.19
Sarnia.....	134.4	134.2	135.7	142.47	139.97	137.62
Sault Ste. Marie.....	116.2	114.6	118.1	123.47	123.54	119.31
Sudbury.....	112.4	112.1	106.7	129.81	129.93	119.25
St. Catharines.....	140.7	117.7	135.5	126.26	104.38	113.97
Timmins.....	75.4	77.2	81.9	98.37	100.48	96.74
Toronto.....	126.0	125.0	124.6	112.64	111.53	106.31
Welland.....	107.7	108.9	114.1	126.14	125.20	120.03
Windsor.....	149.7	144.8	146.3	131.84	121.80	114.42
Winnipeg.....	114.7	113.7	114.9	92.19	91.67	85.71
Regina.....	117.2	115.6	113.6	95.30	94.93	92.38
Saskatoon.....	142.5	142.3	133.6	96.07	95.28	89.07
Calgary.....	133.6	133.0	131.2	105.92	105.42	98.26
Edmonton.....	130.5	130.3	125.9	99.66	100.20	93.22
Vancouver.....	125.9	125.3	126.3	114.18	114.24	109.22
Victoria.....	119.9	119.8	123.6	103.19	101.16	95.78

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

						Trans- porta- tion, Communi- cation and Other Utilities			Community, Business and Personal Services			
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- durables	Durables	Con- struc- tion		Trade	Finance, Insurance and Real Estate	Non- com- mercial Sector†	Com- mercial Sector**	Public Adminis- tration††	Total Specified Industries
(in thousands)												
CANADA												
March 1968†.....	44.8	118.6	808.3	763.2	302.6	616.6	928.0	266.9	831.4	567.5	266.4	5,514.4
Feb. 1968*.....	54.1	117.3	804.7	746.3	295.8	617.7	923.0	266.3	827.7	565.5	265.5	5,484.0
March 1967.....	54.5	116.5	811.2	792.4	310.6	622.3	901.4	254.9	760.5	542.9	254.6	5,421.8
NEWFOUNDLAND												
March 1968†.....	2.0	5.6	8.7	1.9	6.5	13.4	15.2	1.8	16.6	6.6	6.4	84.7
Feb. 1968*.....	2.0	5.6	8.5	1.7	6.4	14.7	15.1	1.9	16.0	6.6	6.4	85.0
March 1967.....	2.7	5.6	8.8	1.6	7.1	13.3	14.5	1.7	14.7	6.0	6.1	82.2
PRINCE EDWARD ISLAND												
March 1968†.....	—	—	1.4	0.4	1.1	2.7	3.5	0.6	4.0	1.7	1.9	17.2
Feb. 1968*.....	—	—	1.4	0.4	1.1	2.5	3.4	0.6	4.0	1.8	1.8	17.1
March 1967.....	—	0.1	1.3	0.4	1.0	2.5	3.5	0.6	3.5	1.5	1.7	16.1
NOVA SCOTIA												
March 1968†.....	1.8	7.1	17.0	14.8	9.3	21.3	28.1	6.4	27.6	12.2	16.0	161.6
Feb. 1968*.....	2.1	6.1	16.7	14.7	9.0	21.4	27.9	6.4	27.4	12.1	15.9	159.8
March 1967.....	1.1	7.3	15.9	14.8	10.2	22.4	26.6	6.2	25.8	11.6	16.6	158.5
NEW BRUNSWICK												
March 1968†.....	3.0	2.5	15.3	11.3	6.7	22.8	22.4	4.4	23.1	9.7	8.7	129.8
Feb. 1968*.....	3.4	2.4	15.0	10.7	6.6	23.0	22.5	4.3	22.6	9.4	8.5	128.7
March 1967.....	3.4	2.4	14.6	9.0	7.8	23.7	22.1	4.1	21.5	9.3	8.5	126.4
QUEBEC												
March 1968†.....	8.6	24.8	303.0	187.0	69.2	166.4	234.6	74.2	239.4	150.4	53.4	1,510.9
Feb. 1968*.....	14.6	24.5	304.2	183.6	68.6	165.6	234.1	73.9	239.4	150.5	54.3	1,513.3
March 1967.....	14.7	25.6	308.1	194.1	76.8	165.2	232.4	72.3	218.9	145.5	51.6	1,505.2
ONTARIO												
March 1968†.....	9.7	34.6	355.1	430.2	117.4	200.1	366.5	117.4	303.8	225.8	115.7	2,276.2
Feb. 1968*.....	11.2	34.2	351.9	417.9	114.3	200.6	364.9	116.9	301.6	225.7	114.5	2,253.8
March 1967.....	12.1	33.8	353.4	449.7	120.8	202.7	354.7	110.5	275.2	213.0	107.5	2,233.4
MANITOBA												
March 1968†.....	0.7	6.5	26.5	18.9	13.9	43.2	50.7	12.5	37.8	27.4	13.5	251.7
Feb. 1968*.....	0.7	6.4	26.5	18.1	13.3	43.3	51.1	12.5	38.0	27.2	13.5	250.5
March 1967.....	1.1	5.6	27.1	19.4	11.9	44.2	48.9	11.9	35.4	26.8	12.9	245.2
SASKATCHEWAN												
March 1968†.....	0.6	5.0	9.5	6.0	12.3	24.3	37.4	8.1	36.7	17.2	11.4	168.5
Feb. 1968*.....	0.7	5.0	9.3	5.9	12.2	24.2	36.9	8.1	36.9	17.1	11.4	167.7
March 1967.....	0.3	5.2	9.3	5.3	10.5	25.3	35.4	7.8	35.9	16.1	11.3	162.4
ALBERTA												
March 1968†.....	1.5	20.4	25.4	25.1	33.5	46.5	74.8	16.0	67.1	48.0	21.0	379.3
Feb. 1968*.....	1.5	21.0	25.2	26.0	32.7	46.3	73.9	16.1	66.8	47.7	20.9	377.9
March 1967.....	1.8	19.9	25.8	25.5	29.3	47.8	72.5	15.7	60.8	46.2	20.6	365.9
BRITISH COLUMBIA												
March 1968†.....	17.0	10.0	46.5	67.8	32.3	74.8	94.5	25.6	73.9	67.4	16.4	526.1
Feb. 1968*.....	17.8	10.0	46.0	67.4	31.1	75.1	92.9	25.7	73.4	66.3	16.3	521.9
March 1967.....	17.4	9.3	46.9	72.5	35.0	74.1	90.3	24.2	67.4	65.9	15.8	518.8

*Revised. †Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Adminis- tration††	Total Specified Industries
				Non- durables	durables					Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
CANADA													
April 1968†.....	42.7	117.1	811.6	771.1	328.0	632.6	936.5	268.9	831.2	570.4	268.6	5,578.6	
March 1968*.....	46.3	119.0	808.3	763.7	303.6	621.2	929.4	268.9	832.3	565.7	266.4	5,525.0	
April 1967.....	48.2	113.3	810.0	794.8	334.4	635.9	915.0	255.8	757.0	555.5	253.6	5,473.5	
NEWFOUNDLAND													
April 1968†.....	1.6	5.7	9.2	2.0	7.8	14.6	15.3	1.8	16.6	6.1	6.5	87.3	
March 1968*.....	2.0	5.6	8.7	1.9	7.0	13.4	15.1	1.8	16.7	6.0	6.4	84.5	
April 1967.....	1.6	5.8	8.4	1.6	7.1	13.3	15.0	1.6	14.7	6.1	6.1	81.3	
PRINCE EDWARD ISLAND													
April 1968†.....	—	—	1.6	0.4	1.2	2.6	3.6	0.6	3.9	1.5	1.9	17.3	
March 1968*.....	—	—	1.4	0.4	1.1	2.7	3.5	0.6	4.0	1.5	1.9	17.0	
April 1967.....	—	0.1	1.4	0.4	1.0	2.7	3.5	0.6	3.5	1.6	1.7	16.5	
NOVA SCOTIA													
April 1968†.....	1.9	6.7	17.8	14.8	11.4	20.7	28.5	6.3	27.5	12.3	16.2	164.0	
March 1968*.....	1.7	7.1	16.8	14.2	9.4	21.2	28.2	6.4	27.6	12.2	16.0	160.9	
April 1967.....	1.2	7.2	16.6	14.6	11.4	21.5	27.3	6.2	26.0	12.2	16.3	160.5	
NEW BRUNSWICK													
April 1968†.....	3.4	2.4	15.4	11.6	8.0	21.3	22.7	4.4	22.9	10.1	8.7	130.9	
March 1968*.....	3.2	2.4	15.3	11.3	6.9	22.9	22.6	4.4	23.2	9.5	8.7	130.5	
April 1967.....	2.9	2.6	15.2	9.4	8.4	20.4	22.3	4.2	21.7	9.8	8.1	125.0	
QUEBEC													
April 1968†.....	7.2	25.4	303.8	188.4	72.6	172.0	234.1	74.2	240.0	149.2	53.5	1,520.5	
March 1968*.....	8.4	24.9	302.7	186.4	67.7	166.5	233.1	74.4	239.5	149.3	53.4	1,506.2	
April 1967.....	13.6	25.6	307.6	193.8	83.5	173.9	236.0	72.8	217.6	149.7	51.3	1,525.3	
ONTARIO													
April 1968†.....	8.1	34.9	354.5	437.1	131.2	209.2	373.1	119.0	303.5	229.3	116.9	2,316.7	
March 1968*.....	10.8	34.8	354.9	432.2	119.0	204.3	368.8	118.9	304.4	226.1	115.7	2,290.0	
April 1967.....	9.3	33.5	351.0	451.7	131.9	209.9	360.7	110.7	273.3	218.8	108.1	2,258.9	
MANITOBA													
April 1968†.....	0.5	6.3	26.2	19.2	15.0	43.9	51.1	12.6	37.7	28.0	13.5	254.1	
March 1968*.....	0.5	6.5	26.3	19.0	14.1	43.3	50.9	12.5	37.8	27.6	13.5	252.1	
April 1967.....	0.9	5.6	27.0	19.7	12.7	45.2	49.8	11.9	35.8	26.9	12.9	248.4	
SASKATCHEWAN													
April 1968†.....	0.5	5.0	9.7	5.5	13.6	24.8	37.8	8.1	37.0	17.7	11.9	171.7	
March 1968*.....	0.6	5.1	9.5	5.8	11.9	24.3	37.5	8.1	36.7	17.4	11.4	168.3	
April 1967.....	0.1	5.0	9.5	5.2	11.9	26.0	35.9	8.0	35.7	16.5	11.6	165.4	
ALBERTA													
April 1968†.....	1.5	18.6	25.8	24.4	34.0	46.8	75.8	16.1	67.0	47.5	21.0	378.5	
March 1968*.....	1.4	20.5	25.6	25.0	33.6	46.6	75.2	16.0	67.1	48.2	21.0	380.3	
April 1967.....	1.5	17.0	25.7	25.9	29.6	47.6	73.2	15.7	60.5	45.8	20.0	362.5	
BRITISH COLUMBIA													
April 1968†.....	18.1	10.1	47.6	67.5	32.9	75.6	94.1	25.9	73.5	67.6	16.4	529.2	
March 1968*.....	17.6	10.0	47.1	67.6	32.3	75.1	94.0	25.8	74.0	66.9	16.4	526.7	
April 1967.....	17.0	9.2	47.8	72.3	36.7	74.3	91.0	24.2	66.7	67.3	15.7	522.2	

*Revised. †Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimate may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	107.4	109.4	104.8	138.63	139.01	128.16
Metals.....	103.2	103.1	102.8	138.43	137.71	129.10
Mineral fuels.....	101.7	104.8	100.9	143.87	141.70	131.62
Non-metals except fuels.....	119.3	114.5	109.9	130.71	128.67	117.53
Quarries and sand pits.....	100.8	87.9	112.3	116.56	115.29	109.31
Services incidental to mining.....	137.5	164.9	117.3	146.65	155.24	136.48
MANUFACTURING.....	120.1	119.4	121.7	114.29	111.48	106.05
Durable goods.....	130.2	129.0	134.1	123.45	118.62	113.44
Non-durable goods.....	111.9	111.6	111.6	105.68	104.82	98.92
Food and beverages.....	103.7	101.9	102.9	101.10	100.73	95.29
Foods.....	102.6	101.1	101.9	98.21	97.98	92.26
Beverages.....	110.5	107.2	108.7	117.81	116.88	112.99
Tobacco processing and products.....	94.3	111.3	103.5	117.03	107.43	106.07
Rubber products.....	122.5	122.3	118.1	113.90	114.79	107.20
Leather products.....	98.7	98.9	98.3	74.57	75.28	68.74
Textile products.....	116.6	116.4	116.4	94.69	92.16	87.14
Knitting mills.....	110.5	110.4	111.7	72.02	71.44	66.60
Clothing.....	109.1	110.4	111.5	70.07	70.76	63.12
Wood products.....	102.7	103.0	105.9	102.10	102.68	94.87
Furniture and fixtures.....	122.7	123.0	128.9	90.85	91.10	85.99
Paper and allied industries.....	116.0	115.0	116.3	132.01	130.61	123.68
Printing, publishing and allied industries.....	114.1	114.1	113.2	119.10	118.27	114.10
Primary metal industries.....	122.9	123.5	124.5	137.71	134.91	127.27
Metal fabricating industries.....	127.6	125.8	134.2	117.93	117.42	111.92
Machinery, except electrical.....	136.0	143.6	153.1	126.92	126.05	120.35
Transportation equipment.....	153.9	146.8	151.1	140.76	120.94	121.51
Electrical products.....	142.0	141.2	146.3	115.82	115.39	108.20
Non-metallic mineral products.....	114.3	110.2	117.7	118.27	117.17	111.53
Petroleum and coal products.....	102.2	101.8	100.7	167.67	163.29	154.53
Chemicals and chemical products.....	119.7	118.9	119.3	127.70	126.55	120.88
Miscellaneous manufacturing industries.....	135.2	134.7	131.2	97.81	97.97	92.82
CONSTRUCTION.....	110.5	104.4	115.6	136.71	136.59	132.78
Building.....	120.4	115.4	126.7	135.68	134.40	129.86
Engineering.....	93.5	85.3	96.2	138.98	141.72	139.48
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	107.5	105.6	109.0	119.90	120.19	111.17
Transportation.....	102.6	99.9	105.8	118.40	118.99	110.53
Storage.....	111.2	109.3	111.5	103.47	103.43	96.85
Communication.....	117.8	117.7	118.3	115.14	114.88	106.38
TRADE.....	126.0	124.8	122.7	85.73	84.99	81.04
Wholesale trade.....	119.5	118.9	118.2	106.56	106.03	101.11
Retail trade.....	129.7	128.1	125.1	75.09	74.16	70.45
FINANCE, INSURANCE AND REAL ESTATE....	129.5	129.7	123.7	104.63	103.93	99.19
Financial institutions.....	132.3	132.5	126.4	101.46	100.63	94.77
Insurance and real estate.....	125.9	126.0	120.1	109.11	108.59	105.66
SERVICE.....	150.0	149.2	147.0	78.88	78.12	74.60
Recreational services.....	134.1	127.5	129.4	69.14	66.57	64.95
Business services.....	166.3	167.6	164.3	125.15	122.84	114.68
Personal services.....	140.0	139.1	136.5	57.71	57.31	54.75
Miscellaneous services.....	171.7	171.7	171.0	82.35	82.33	82.17
INDUSTRIAL COMPOSITE.....	119.0	118.0	119.3	108.97	107.57	102.32

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.8	42.4	41.9	3.04	3.03	2.81	127.22	128.38	117.62
Metals.....	41.3	41.3	41.4	3.16	3.14	2.95	130.32	129.83	121.94
Mineral fuels.....	40.7	42.6	41.0	2.63	2.55	2.39	106.95	108.66	98.05
Non-metals, except fuels.....	43.5	42.7	42.6	2.89	2.87	2.60	125.41	122.37	110.77
Quarries and sand pits.....	47.3	46.2	47.9	2.39	2.39	2.24	112.98	110.62	107.28
Services incidental to mining.....	42.5	46.4	43.5	3.29	3.27	2.99	139.80	151.83	130.13
MANUFACTURING.....	40.7	40.1	40.5	2.56	2.51	2.38	104.26	100.63	96.50
Durable goods.....	41.4	40.2	41.1	2.77	2.70	2.56	114.66	108.45	105.06
Non-durable goods.....	39.9	40.0	39.8	2.35	2.33	2.20	93.92	92.92	87.62
Food and beverages.....	39.7	39.9	40.2	2.29	2.27	2.13	90.94	90.54	85.76
Foods.....	39.6	39.8	40.1	2.23	2.21	2.07	88.34	88.02	83.01
Beverages.....	40.6	40.6	40.9	2.70	2.69	2.58	109.70	109.21	105.51
Tobacco processing and products.....	37.7	38.4	37.1	2.80	2.51	2.58	105.56	96.26	95.69
Rubber products.....	41.1	41.5	40.8	2.54	2.56	2.42	104.60	106.11	98.90
Leather products.....	39.3	40.1	38.3	1.73	1.72	1.63	67.95	68.92	62.37
Textile products.....	41.1	40.5	41.3	2.03	1.99	1.84	83.33	80.52	76.10
Miscellaneous textiles.....	41.2	36.1	40.2	2.18	1.95	1.62	89.65	70.46	64.90
Knitting mills.....	41.4	40.9	40.2	1.53	1.53	1.46	63.53	62.69	58.68
Clothing.....	37.1	37.7	36.0	1.71	1.71	1.57	63.32	64.38	56.63
Wood products.....	40.2	40.7	40.5	2.41	2.40	2.24	96.83	97.61	90.56
Furniture and fixtures.....	41.3	41.7	41.7	2.00	1.99	1.90	82.76	83.22	79.11
Paper and allied industries.....	41.4	41.1	41.3	2.99	2.96	2.80	123.49	121.69	115.57
Pulp and Paper mills.....	41.6	41.3	41.4	3.24	3.22	3.06	134.64	132.80	126.44
Printing, publishing and allied industries....	38.3	38.5	39.2	3.03	2.99	2.87	116.03	115.09	112.32
Primary metal industries.....	41.4	41.0	40.5	3.11	3.07	2.92	128.71	125.91	118.29
Iron and steel mills.....	41.1	40.3	40.2	3.26	3.19	3.08	133.89	128.48	123.80
Metal fabricating industries.....	41.1	41.1	41.6	2.69	2.67	2.53	110.50	109.67	105.39
Machinery, except electrical.....	41.2	41.0	41.8	2.81	2.82	2.69	115.51	115.43	112.39
Transportation equipment.....	43.1	37.0	41.0	3.12	2.94	2.77	134.34	108.63	113.72
Aircraft and parts.....	42.0	41.6	41.6	2.95	2.94	2.71	123.86	122.30	112.58
Motor vehicles.....	44.2	34.0	40.8	3.25	3.01	2.88	143.85	102.14	117.36
Assembling.....	47.1	30.0	41.1	3.51	3.36	3.07	165.43	100.96	126.28
Parts and accessories.....	41.5	37.8	40.5	3.06	2.77	2.77	127.15	104.73	112.10
Shipbuilding and repairing.....	40.8	40.2	40.5	2.99	2.90	2.64	121.76	116.62	106.82
Electrical products.....	40.1	40.4	40.5	2.48	2.46	2.31	99.60	99.58	95.65
Communications equipment.....	39.5	40.0	40.3	2.35	2.37	2.23	92.89	94.78	89.93
Non-metallic mineral products.....	42.2	42.2	42.7	2.64	2.61	2.45	111.33	109.85	104.64
Petroleum and coal products.....	42.8	42.0	41.9	3.62	3.50	3.39	155.09	146.88	141.85
Chemical and chemical products.....	40.9	40.7	41.0	2.72	2.69	2.56	111.18	109.60	105.03
Miscellaneous manufacturing industries....	40.4	40.5	40.6	2.07	2.06	1.94	83.55	83.63	78.93
CONSTRUCTION.....	40.3	40.6	41.3	3.33	3.30	3.17	134.06	134.13	131.07
Building.....	39.2	39.4	40.3	3.40	3.36	3.18	133.29	132.21	126.19
General contractors.....	39.2	39.5	39.7	3.34	3.28	3.06	130.92	129.50	121.46
Special trade contractors.....	39.3	39.3	40.7	3.44	3.42	3.29	135.21	134.32	133.78
Engineering.....	42.7	43.7	43.9	3.18	3.17	3.14	135.82	138.80	137.86
Highways, bridges and streets.....	43.2	44.2	43.5	2.65	2.60	2.49	114.39	114.63	108.15
Other engineering.....	42.2	43.5	44.2	3.62	3.57	3.55	153.00	155.02	157.16
OTHER INDUSTRIES									
Urban transit.....	41.0	40.9	42.6	3.09	3.09	2.85	126.60	126.52	121.42
Highway and bridge maintenance.....	41.4	41.3	40.1	2.36	2.35	2.17	97.49	97.22	86.98
Laundries, cleaners and pressers.....	38.8	38.9	39.1	1.49	1.47	1.40	57.69	57.13	54.75
Hotels, restaurants and taverns.....	33.4	33.4	33.9	1.48	1.47	1.38	49.32	49.04	46.76

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March*	40.1	2.51	100.63	135.2	113.2
April†	40.7	2.56	104.26	140.0	117.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
				\$	\$	\$
Newfoundland	43.5	42.4	41.5	2.08	2.11	2.06
Nova Scotia	40.9	40.6	40.7	2.07	2.05	1.95
New Brunswick	40.8	41.4	41.7	2.09	2.10	2.01
Quebec	41.2	41.1	41.2	2.31	2.28	2.14
Ontario	40.8	39.6	40.4	2.70	2.62	2.50
Manitoba	39.4	39.9	39.5	2.29	2.24	2.11
Saskatchewan	39.2	39.6	39.5	2.71	2.65	2.43
Alberta	39.2	40.0	39.6	2.61	2.57	2.44
British Columbia	37.9	38.1	38.1	3.19	3.17	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D — Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods

are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—March.....	4,817,000	4,160,100	656,900
February.....	4,836,000	4,176,500	659,500
January.....	4,864,000	4,230,700	633,300
1967—December.....	4,811,000	4,309,500	501,500
November.....	4,783,000	4,446,400	336,600
October.....	4,734,000	4,491,500	242,500
September.....	4,750,000	4,539,100	210,900
August.....	4,832,000	4,604,900	227,100
July.....	4,803,000	4,556,700	246,300
June.....	4,751,000	4,508,200	242,800
May.....	4,684,000	4,402,900	281,100
April.....	4,763,000	4,270,700	492,300
March.....	4,769,000	4,225,200	543,800

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—April.....	4,853,000	4,278,000	575,000
March.....	4,865,000	4,208,100	656,900
February.....	4,836,000	4,176,500	659,500
January.....	4,864,000	4,230,700	633,300
1967—December.....	4,811,000	4,309,500	501,500
November.....	4,783,000	4,446,400	336,600
October.....	4,734,000	4,491,500	242,500
September.....	4,750,000	4,539,100	210,900
August.....	4,832,000	4,604,900	227,100
July.....	4,803,000	4,556,700	246,300
June.....	4,751,000	4,508,200	242,800
May.....	4,684,000	4,402,900	281,100
April.....	4,763,000	4,270,700	492,300

TABLE E-4—Benefit Payments, by Province, April 1968

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	123,866	\$ 3,372,046
Prince Edward Island.....	23,967	600,344
Nova Scotia.....	102,833	2,537,223
New Brunswick.....	110,703	2,914,347
Quebec.....	720,717	19,572,397
Ontario.....	611,870	15,950,634
Manitoba.....	78,249	2,024,014
Saskatchewan.....	65,928	1,733,275
Alberta.....	81,101	2,156,313
British Columbia.....	205,404	5,484,624
Total, Canada, April 1968.....	2,124,638	56,345,217
Total, Canada, March 1968.....	2,399,837	63,704,797
Total, Canada, April 1967.....	1,841,889	47,212,298

TABLE E-4—Benefit Payments, by Province, May 1968

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	77,085	\$ 2,071,682
Prince Edward Island.....	13,901	333,183
Nova Scotia.....	79,445	1,914,302
New Brunswick.....	87,018	2,248,211
Quebec.....	600,548	15,982,499
Ontario.....	546,060	13,974,257
Manitoba.....	70,168	1,755,081
Saskatchewan.....	44,556	1,136,387
Alberta.....	72,973	1,912,988
British Columbia.....	187,185	4,949,439
Total, Canada, May 1968.....	1,778,939	\$46,278,029
Total, Canada, April 1968.....	2,124,638	\$56,345,217
Total, Canada, May 1967.....	1,471,201	\$37,191,524

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, April 1968

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at the End of the Month			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,556	4,721	835	6,171	5,232	939	1,472
Prince Edward Island.....	1,178	976	202	1,083	951	132	305
Nova Scotia.....	6,451	5,279	1,172	7,407	6,466	941	1,147
New Brunswick.....	7,477	6,066	1,411	7,684	6,687	997	1,973
Quebec.....	58,931	43,100	15,831	62,960	51,963	10,997	14,954
Ontario.....	50,301	38,068	12,233	52,675	41,963	10,712	14,184
Manitoba.....	5,323	4,101	1,222	5,762	4,741	1,021	1,255
Saskatchewan.....	3,750	3,146	604	4,184	3,501	683	908
Alberta.....	8,040	6,355	1,685	7,932	6,071	1,861	2,400
British Columbia	18,874	13,557	5,317	19,125	14,986	4,139	5,324
Total, Canada, April 1968.....	165,881*	125,369	40,512	174,983†	142,561	32,422	43,922
Total, Canada, March 1968.....	182,998	138,228	44,770	193,875	160,092	33,783	53,024
Total, Canada, April 1967.....	148,191	110,712	37,479	167,459	136,175	31,284	40,784

*In addition, revised claims received numbered 36,703.

†In addition, 37,202 revised claims were disposed of. Of these, 3,546 were special requests not granted and 1,658 were appeals by claimants. There were 7,535 revised claims pending at the end of the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, May 1968

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at the End of the Month			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,298	3,672	626	4,740	3,576	1,164	1,030
Prince Edward Island.....	554	468	86	770	642	128	89
Nova Scotia.....	4,623	3,415	1,208	4,908	3,888	1,020	862
New Brunswick.....	4,769	3,832	937	5,736	4,598	1,138	1,006
Quebec.....	42,483	30,953	11,530	45,674	35,478	10,196	11,763
Ontario.....	39,588	29,405	10,183	43,518	31,938	11,580	10,254
Manitoba.....	3,804	2,985	819	4,154	3,203	951	905
Saskatchewan.....	2,250	1,829	421	2,813	2,061	752	345
Alberta.....	5,054	3,976	1,078	6,522	4,660	1,862	932
British Columbia	16,457	11,837	4,620	18,085	13,219	4,866	3,696
Total, Canada, May 1968.....	123,880*	92,372	31,508	136,920†	103,263	33,657	30,882
Total, Canada, April 1968.....	165,881	125,369	40,512	174,983	142,561	32,422	43,922
Total, Canada, May 1967.....	116,869	86,346	30,523	125,195	94,974	30,221	32,458

*In addition, revised claims received numbered 33,795.

†In addition, 35,970 revised claims were disposed of. Of these, 3,427 were special requests not granted and 1,382 were appeals by claimants. There were 5,360 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	March 29 1968	April 28 1967
CANADA.....	575,006	155,730	167,372	197,067	54,837	656,941	492,294
Male.....	409,978	116,290	122,601	142,771	28,316	482,310	356,096
Female.....	165,028	39,440	44,771	54,296	26,521	174,631	136,198
NEWFOUNDLAND.....	27,003	4,983	7,656	12,772	1,592	33,086	28,850
Male.....	23,940	4,535	6,832	11,501	1,072	29,820	26,263
Female.....	3,063	448	824	1,271	520	3,266	2,587
PRINCE EDWARD ISLAND.....	4,808	851	905	2,774	278	6,444	5,297
Male.....	3,784	652	722	2,295	115	5,343	4,236
Female.....	1,024	199	183	479	163	1,101	1,061
NOVA SCOTIA.....	27,073	4,884	6,801	12,599	2,789	35,748	30,947
Male.....	21,087	4,016	4,941	10,360	1,770	28,841	25,327
Female.....	5,986	868	1,860	2,239	1,019	6,907	5,620
NEW BRUNSWICK.....	28,993	5,583	7,276	13,629	2,505	34,143	31,311
Male.....	23,061	4,621	5,911	11,022	1,507	27,399	25,565
Female.....	5,932	962	1,365	2,607	998	6,744	5,746
QUEBEC.....	196,779	56,700	63,494	59,982	16,603	210,607	158,282
Male.....	150,947	44,834	51,771	45,267	9,075	163,717	122,190
Female.....	45,832	11,866	11,723	14,715	7,528	46,890	36,092
ONTARIO.....	165,431	46,537	46,990	52,619	19,285	194,317	137,494
Male.....	100,743	30,633	29,311	31,740	9,059	124,490	83,171
Female.....	64,688	15,904	17,679	20,879	10,226	69,827	54,323
MANITOBA.....	22,859	6,343	6,012	8,834	1,670	25,603	16,540
Male.....	15,801	4,226	4,106	6,607	862	18,817	11,668
Female.....	7,058	2,117	1,906	2,227	808	6,786	4,872
SASKATCHEWAN.....	16,098	3,148	4,369	7,392	1,189	20,484	12,856
Male.....	12,146	2,345	3,316	5,971	514	16,231	9,467
Female.....	3,952	803	1,053	1,421	675	4,253	3,389
ALBERTA.....	23,795	7,804	6,565	7,485	1,941	26,059	19,485
Male.....	16,923	6,087	4,656	5,253	927	19,232	14,389
Female.....	6,872	1,717	1,909	2,232	1,014	6,827	5,096
BRITISH COLUMBIA.....	62,167	18,897	17,304	18,981	6,985	70,450	51,232
Male.....	41,546	14,341	11,035	12,755	3,415	48,420	33,820
Female.....	20,621	4,556	6,269	6,226	3,570	22,030	17,412

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	April 1968	May 1967
CANADA.....	321,411	98,459	93,299	92,795	36,858	575,006	281,075
Male.....	205,672	64,598	63,273	58,672	19,129	409,978	185,534
Female.....	115,739	33,861	30,026	34,123	17,729	165,028	95,541
NEWFOUNDLAND.....	11,326	2,336	3,239	4,601	1,150	27,003	12,276
Male.....	9,453	1,924	2,874	3,866	789	23,940	10,623
Female.....	1,873	412	365	735	361	3,063	1,653
PRINCE EDWARD ISLAND.....	1,351	303	339	576	133	4,808	1,581
Male.....	906	195	230	431	50	3,784	1,159
Female.....	445	108	109	145	83	1,024	422
NOVA SCOTIA.....	13,025	3,476	3,228	4,281	2,040	27,073	12,925
Male.....	9,326	2,527	2,386	3,031	1,382	21,087	9,657
Female.....	3,699	949	842	1,250	658	5,986	3,268
NEW BRUNSWICK.....	12,035	3,013	3,101	4,311	1,610	28,993	13,272
Male.....	8,594	2,160	2,318	3,164	952	23,061	10,245
Female.....	3,441	853	783	1,147	658	5,932	3,027
QUEBEC.....	109,102	32,311	36,112	29,387	11,292	196,779	100,607
Male.....	76,065	22,251	27,142	20,653	6,019	150,947	73,854
Female.....	33,037	10,060	8,970	8,734	5,273	45,832	26,753
ONTARIO.....	103,176	33,757	27,228	29,070	13,121	165,431	82,890
Male.....	56,437	19,427	15,208	15,493	6,309	100,743	44,581
Female.....	46,739	14,330	12,020	13,577	6,812	64,688	38,309
MANITOBA.....	10,830	2,887	2,561	4,040	1,342	22,859	8,337
Male.....	6,256	1,628	1,500	2,404	724	15,801	4,434
Female.....	4,574	1,259	1,061	1,636	618	7,058	3,903
SASKATCHEWAN.....	6,721	1,485	1,895	2,451	890	16,098	5,218
Male.....	4,310	961	1,227	1,685	437	12,146	3,024
Female.....	2,411	524	668	766	453	3,952	2,194
ALBERTA.....	13,635	4,304	4,272	3,706	1,353	23,795	11,690
Male.....	8,567	2,668	2,897	2,248	754	16,923	7,778
Female.....	5,068	1,636	1,375	1,458	599	6,872	3,912
BRITISH COLUMBIA.....	40,210	14,587	11,324	10,372	3,927	62,167	32,279
Male.....	25,758	10,857	7,491	5,697	1,713	41,546	20,179
Female.....	14,452	3,730	3,833	4,675	2,214	20,621	12,100

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

F — Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949 = 100)								
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year.....	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year.....	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—July.....	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August.....	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September.....	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October.....	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November.....	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December.....	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January.....	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February.....	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March.....	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April.....	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May.....	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June.....	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July.....	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of July, 1968

	<i>All Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recrea- tion and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>July</i>	<i>June</i>	<i>July</i>							
	<i>1968</i>	<i>1968</i>	<i>1967</i>							
(1949 = 100)										
St. John's, Nfld.*.....	136.2	135.5	129.4	131.6	124.5	135.6	133.1	193.9	160.4	139.2
Halifax.....	147.3	146.7	141.4	146.6	143.9	144.0	145.6	203.8	193.6	139.8
Saint John.....	150.9	150.0	144.6	152.0	142.0	147.6	160.7	218.1	179.8	139.7
Montreal.....	153.1	152.2	149.0	156.7	148.5	127.1	186.1	199.7	179.7	146.5
Ottawa.....	155.2	153.6	147.9	156.9	148.5	140.5	178.3	207.6	172.8	152.8
Toronto.....	157.4	156.2	151.7	150.6	158.8	143.5	161.2	195.4	215.8	149.4
Winnipeg.....	150.9	149.9	145.8	150.2	137.8	151.1	152.2	228.6	169.2	154.5
Saskatoon-Regina.....	145.6	145.1	140.2	148.3	137.9	150.5	147.6	170.4	173.6	140.5
Edmonton-Calgary.....	146.3	145.6	140.7	143.3	140.9	146.5	149.0	206.7	168.1	132.1
Vancouver.....	148.8	148.3	144.1	146.5	149.3	139.8	158.2	181.0	167.3	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers

involved includes all workers reported on strike or locked out whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts in Existence During Month or Year				
	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
*1967.....	406	438	409,932	4,045,060	0.26
*1967—July.....	36	104	35,489	310,430	0.24
August.....	38	100	30,526	415,700	0.29
September.....	31	92	34,282	449,550	0.36
October.....	21	70	24,725	326,850	0.25
November.....	18	70	19,148	251,460	0.18
December.....	11	55	9,436	151,230	0.13
*1968—January.....	24	56	19,758	207,390	0.16
February.....	42	76	49,069	590,840	0.46
March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59

*Preliminary.

TABLE G-2—Strikes and Lockouts, July 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	9	1,860	21,580
Manufacturing.....	79	25,357	420,840
Construction.....	25	3,749	63,580
Transportation and utilities.....	9	27,562	287,060
Trade.....	9	3,212	67,840
Finance.....	—	—	—
Service.....	3	44	970
Public administration.....	3	285	5,940
ALL INDUSTRIES.....	137	62,069	867,810

TABLE G-3—Strikes and Lockouts, July 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	5	875	11,600
Prince Edward Island.....	1	9	200
Nova Scotia.....	3	301	2,090
New Brunswick.....	3	372	5,950
Quebec.....	22	7,149	132,150
Ontario.....	71	23,946	407,560
Manitoba.....	3	175	3,860
Saskatchewan.....	4	208	3,420
Alberta.....	4	299	6,590
British Columbia.....	15	1,657	16,130
Federal.....	6	27,078	278,260
ALL JURISDICTIONS.....	137	62,069	867,810

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
MINES						
Metals						
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	14,300	22,750	June 12 —	Wages, overtime, safety measures —
Quebec Iron and Titanium, Havre-St. Pierre, Cté Duplessis, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	266	1,060	2,120	June 25 July 9	Suspension of 12 workers—Sus- pended workers rehired.
Consolidated Rambler Mines Ltd., Baie Verte, Nfld.	Steelworkers Loc. 7190 (AFL-CIO/CLC)	150	150	150	June 28 July 3	Demand for the removal of one supervisor—Return of workers.
Consolidated Rambler Mines Ltd., Baie Verte, Nfld.	Steelworkers Loc. 7190 (AFL-CIO/CLC)	150	300	300	July 11 July 15	Dissatisfaction with mine manager —Return of workers, difference to be resolved.
Endabo Mines, Fraser Lake, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	355	1,070	1,070	July 27 —	Wages, hours of work—
Non Metals						
Domtar Chemicals Ltd. Sifto Salt, Div., Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	140	1,960	1,960	June 21 July 15	Wages, shift work— 28¢ per. hr. retroactive to Jan. 1, 1968, weekend shift workers 95¢ an hour increase, others, 75¢ an hour increase.
MANUFACTURING						
Food and Beverages						
*Robin Hood Flour Mills Ltd., Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	10,950	Apr. 27 —	Wages, fringe benefits—
Hiram Walker and Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	5,540	29,490	May 2 July 15	Pensions, job security, other bene- fits—Return of workers.
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,420	4,620	June 3 —	Wages—
Hiram Walker and Sons Ltd., Windsor, Ont.	Operating Engineers Loc. 102 (AFL-CIO/CLC)	639	2,140	2,440	June 12 July 18	Sympathy strike and negotiation for new contract—\$3.15 an hour, night shift premium, 7¢ an hr. afternoon shift, 3¢ an hr., other benefits.
Marven's Ltd., Moncton, N.B.	Packinghouse Workers, Loc. 302 (AFL-CIO/CLC)	138	3,040	4,420	June 17 —	Wages—
Several breweries Province-wide, Ont.	Brewery Workers, various Locs. (AFL-CIO/CLC)	2,700	32,400	48,600	June 21 July 18	Wages and pension plan—30¢ retroactive to Jan/68, additional 13¢ on July/68, 25¢ on Jan/69, 25¢ on Jan/70, other benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
<i>Rubber</i>						
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers, various Locs. (AFL-CIO/CLC)	2,400	52,800	166,780	May 3 —	Wages, hours—
Mansfield Denman General Co., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	397	990	990	July 9 July 11	Dispute over rehiring of old employee—Return of workers.
<i>Wood</i>						
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers, Loc. 143 (AFL-CIO/CLC)	205	4,510	26,870	Jan. 25 —	Wages—
J. E. Boyle, Ltd., Davidson, Que.	Woodworkers Loc. 2-2287 (AFL-CIO/CLC)	133	2,930	3,060	June 28 —	Wages—
John Lewis Inc., Ville d'Anjou and Grand'Mère, Que.	United Textile Workers Loc. 397 (AFL-CIO/CLC)	144	3,170	3,310	June 28 —	Wages—
Western Forest Industries Ltd., Honeymoon Bay, B.C.	Woodworkers Loc. 1-80 (AFL-CIO/CLC)	500	1,500	1,500	July 4 July 9	Dissatisfaction with delay in nego- tiations—Return of workers.
Victoria Plywood, Plumber Bay, B.C.	Woodworkers (AFL-CIO/CLC)	230	4,140	4,140	July 8 July 31	Use of non-union employees by two contractors—Not reported.
<i>Paper</i>						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	5,500	16,500	Apr. 29 July 2	Wages, retroactive pay, night shi- premiums, vacations, duration of contract — 26¢ an hr. 1st year, 16¢ an hr. 2nd year, 7¢ an hr. 3rd year.
Northwestern Pulp and Paper Co. Ltd., Hinton, Alta.	Woodworkers (AFL-CIO/CLC)	250	5,500	8,000	June 17 —	Wages—
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	800	17,600	22,400	June 21 —	Dissatisfaction over progress of negotiations—
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	5,280	6,340	June 23 —	Breakdown in negotiations—
Kimberly Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	5,170	5,170	July 13 —	Failure to reach agreement—
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	12,460	12,460	July 18 —	Wages—
Nashua Canada Ltd., Peterborough, Ont.	Printing Pressmen Loc. 520 (AFL-CIO/CLC)	115	170	170	July 19 July 22	Wages— 28¢ an hr. increase 1st yr, 22¢ increase 2nd yr. for male, 19¢ an 16¢ increase for female.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
Printing & Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	416,690	July 9, 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	9,240	Apr. 2 —	Wages—
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,980	11,040	May 4 —	Wages, other benefits—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	4,800	8,070	June 10 —	Change of effective date—
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	100	30	30	July 22 July 22	Disciplinary suspension of three workers—Union persuaded men to return to work.
Metal Fabricating						
Volcano Limitée, St-Hyacinthe, Que.	Metal Trades' Federation (CNTU)	137	140	3,290	May 28 July 3	Wages—Settlement of terms not reported.
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,660	9,120	May 30 —	Wages—
Canadian Bridge Co. Ltd., Division Dominion Steel and Coal Corp. Ltd., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	545	10,900	21,800	June 3 July 29	Health and welfare plan, cost of living bonus, holidays— An average of 50¢ an hr. increase over 30 mos., other benefits.
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 6958 (AFL-CIO/CLC)	235	5,170	9,400	June 18 —	Slow progress of negotiations—
Machinery						
Dover Corp. (Canada) Ltd. Division Turnbull Elevator, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,520	10,000	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,420	6,710	May 6 —	Wages—
International Harvester of Canada Ltd., Hamilton, Ont.	Steelworkers, Loc. 2868 (AFL-CIO/CLC)	1,864	41,010	57,790	June 18 —	Wages, benefits, seniority, standards—
De-Laval Co. Ltd., Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	3,080	3,080	July 13 —	Wages, improved working condi- tions—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	6,050	26,130	Mar. 18 —	Wages—
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,940	38,410	Apr. 1 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
The Budd Automotive Co. of Canada Ltd., Kitchener, Ont.	Auto Workers Loc. 1451 (AFL-CIO/CLC)	746	16,410	31,330	June 2 —	Wages, hours, overtime—
Hayes & Dana Ltd., Thorold, Ont.	Auto Workers, Loc. 676 (AFL-CIO/CLC)	1,194	4,780	16,720	June 17 July 8	Rejection by members of proposed terms of contract—47¢ an hr. increase over 3 yrs.
Bendix—Eclipse of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	6,970	9,820	June 18 —	Wage parity with company's U.S. workers—
Hawker Siddeley Canada Ltd. Canadian Car Division, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	750	15,750	15,750	July 3 —	Employees failed to ratify agree- ment reached by company and union negotiating committee—
Orenda Ltd., Malton, Ont.	Machinists Loc. 717 (AFL-CIO/CLC)	1,250	27,500	27,500	July 5 —	Wages, fringe benefits—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	11,900	11,900	July 15 —	Wages, other benefits—
<i>Electrical Products</i>						
Federal Wire & Cable Co. Division H.K. Porter Company, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	5,740	10,570	June 7 July 29	Delayed negotiations in a new contract—19½¢ in July 1968; 19½¢ in July 1969, 4 wks vacation after 20 years, other benefits.
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	6,300	6,300	July 8 —	Wages, fringe benefits—
<i>Non-Metallic Mineral Products</i>						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,000	11,960	Feb. 15 July 29	Wages—New wage rate: \$2.51 to \$3.41, \$3.69 by July 1969, other benefits.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	8,690	26,470	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,490	15,250	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	9,770	16,430	June 8 —	Wages, hours, fringe benefits—
CONSTRUCTION						
London Sheet Metal Contractors Assoc., London & Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	920	8,980	May 6 July 8	Delayed negotiations in a new contract—60¢ an hr. increase im- mediately, 50¢ an hr. on May 1, 1968, 50¢ an hr. on May 1, 1970.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,200	4,500	May 29 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
St. John Chapter of the Mechanical Contractors Assoc. of Canada, Saint John, N.B.	Plumbers Loc. 213 (AFL-CIO/CLC)	100	500	1,500	June 17 July 8	Wages— \$1.20 an hr. increase over two years.
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers Locs. 4, 27, 32 (AFL-CIO/CLC)	200	4,400	6,400	June 17 —	Wages—
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters Loc. 38 (AFL-CIO/CLC)	750	16,500	21,000	June 21 —	Locked out because of inability to carry out further work without striking bricklayers—
Kingston Builders Exchange, Kingston and area, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	480	10,100	12,500	June 24 July 31	Wages, travel time allowance—
Modern Paving, Saint Lambert, Notre-Dame-du-Bon- Conseil, Comté de Lévis, Que.	CNTU	110	2,420	2,750	June 26 —	Security of employment—
Lakehead Builders Exchange, Port Arthur, Fort William, Ont.	Five unions	510	11,220	11,220	July 2 —	Wages—
Mechanical Contractors Association of Ontario, Zone 7, Kitchener and area, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	290	1,450	1,450	July 2 July 9	Wages, welfare package—\$1.20 an hr. increase over two years, in- crease in vacation pay to 7% by July 1, 1969, other benefits.
Master Plumbers' Assoc. of Moncton, Moncton, N.B.	Plumbers Loc. 694 (AFL-CIO/CLC)	134	2,410	2,410	July 8 —	Wages, union security—
Several plumbing contractors, Various locations Northwestern, Ont.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	2,600	2,600	July 15 —	Wages, other benefits—
Eastern Contractors Ltd., Port Hawkesbury, Point Tupper, N.S.	Carpenters Loc. 3268 (AFL-CIO/CLC)	210	210	210	July 22 July 23	Retroactivity of agreed pay in- crease— Return of workers.

**TRANSPORTATION AND
UTILITIES**

Transportation

*St. Lawrence Seaway Authority, Various St. Lawrence ports.	Railway, Transport and General Workers Several Locals (CLC)	1,200	12,000	20,570	June 21 July 15	Wages—7% increase for 1968, 6½% for 1969, 5½% for 1970, shift differential increase, other fringe benefits.
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Storage

*Lakehead Grain Handlers Association, Fort William, Port Arthur, Ont.	Railway Clerks, Lodge 650 (AFL-CIO/CLC)	1,142	11,400	11,400	July 18 —	Wages—
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TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Concluded)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			July	Accumulated		
Communication						
*Northern Telephone Ltd. & Téléphone du Nord de Québec, Inc., Various locations, Northern Ont. & Que.	Communications Workers Locs. C-6 & C-11 (AFL-CIO/CLC)	500	11,000	21,000	June 3 —	Wages, union security, retroactive pay, contract term—
Avalon Telephone Co. Ltd., Province-wide, Nfld.	I.B.E.W. Loc. 1615 (AFL-CIO/CLC)	500	9,500	18,000	June 6 July 28	Wages—\$8.55 weekly increase in 30 month contract.
*Government of Canada Post Office Dept., Canada-wide.	Council of postal unions (CLC)	24,000	240,000	240,000	July 18 —	Wages, working conditions—
Power, Gas and Water						
Provincial Gas Company, Various locations Niagara Peninsula, Ont.	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	2,350	4,280	June 5 —	Wages, retroactive pay, other conditions—
TRADE						
Quebec Liquor Board Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	78,900	June 25 —	Wages—
PUBLIC ADMINISTRATION						
Local administration						
City of New Westminster, New Westminster, B.C.	Public Employees Loc. 387 (CLC)	228	5,200	6,570	June 21 —	Wages—

*Federal jurisdiction.